

FILE NO. 201277

Petitions and Communications received from October 29, 2020, through November 5, 2020, for reference by the President to Committee considering related matters, or to be ordered filed by the Clerk on November 10, 2020.

Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information will not be redacted.

From the Office of the Mayor, making nominations to the following agencies:

Copy: Each Supervisor. (1)

Pursuant to Charter, Section 8A.102, Municipal Transportation Agency Board of Directors and Parking Authority Commission:

- **Fiona Hinze** - term ending March 1, 2024

Pursuant to Ordinance No. 215-12, File No. 120898, Redevelopment Successor Agency Commission (Commission on Community Investment and Infrastructure):

- **Miguel Bustos** - term ending November 3, 2024.
- **Rev. Dr. Carolyn Ransom-Scott** - term ending November 3, 2024
- **Bivett Brackett** - term ending November 3, 2024

From the Department of Public Health, submitting Order of the Health Officer No. C19-07m; Directives of the Health Officer Nos. 2020-28b, 2020-16d, 2020-29c and 2020-32b. Copy: Each Supervisor. (2)

From Immigrant Rights Commission, regarding its resolution condemning the actions of U.S. Immigrations and Custom Enforcement. Copy: Each Supervisor. (3)

From the Civil Service Commission, pursuant to Administrative Code, Section 6.22(e) and Sections 21C.1 through 21C.11, submitting the proposed resolution regarding Prevailing Wage Rates. Copy: Each Supervisor. (4)

From the Police Department, pursuant to Administrative Code, Chapter 96A, submitting the 2020 Third Quarter report: Law Enforcement Reporting Requirements. Copy: Each Supervisor. (5)

From the Department of Elections, submitting updates on voting for the November 3, 2020, Consolidated General Election. 5 letters. Copy: Each Supervisor. (6)

From various departments, pursuant to Charter, Section 9.115, and Administrative Code, Section 3.14, submitting budget certification letters for FY2020-2021 and FY2021-2022. 3 letters. Copy: Each Supervisor. (7)

From Kristen Asato-Webb, regarding the proposed Mayoral Appointment to the Treasure Island Development Authority Board of Directors - Julia Prochnik. File No. 201038. Copy: Each Supervisor. (8)

From concerned citizens, regarding proposed Ordinance amending the Administrative Code - Eviction of Commercial Tenants During COVID-19 Pandemic. File No. 201056. 18 letters. Copy: Each Supervisor. (9)

From Duboce Triangle Neighborhood Association, regarding Hearing - Appeal of Statutory Exemption From Environmental Review - Proposed SFMTA's COVID-19 Muni Bus Service Adjustments and Associated Stop, Street and Parking Changes - August 22, 2020 Project; Hearing - Appeal of Statutory Exemption From Environmental Review - Proposed MTA's COVID-19 Muni Rail Service Adjustments and Associated Street and Parking Changes - August 22, 2020, and Fall 2020 Project. File Nos. 201112 and 201116. Copy: Each Supervisor. (10)

From Malia Byrne, regarding proposed Ordinance - Administrative Code - Permanent Supportive Housing - Rent Contribution Standard. File No. 201185. Copy: Each Supervisor. (11)

From concerned citizens, regarding condemning ongoing attacks in the Artsakh Republic and urging the United States to broker cessation of hostilities. 2 letters. Copy: Each Supervisor. (12)

From Ellen Lee Zhou, regarding various topics. 2 letters. Copy: Each Supervisor. (13)

From Ahimsa Porter Sumchai MD, regarding civil rights and discrimination complaint involving the Bayview-Hunters Point area. Copy: Each Supervisor. (14)

From San Francisco Council of District Merchants Associations, regarding proposed downtown congestion pricing program. Copy: Each Supervisor. (15)

From concerned citizen, regarding a better Market Street. Copy: Each Supervisor. (16)

From Allen Jones, regarding Justin Hernan plaque. Copy: Each Supervisor. (17)

From concerned citizens, regarding proposed Ordinance Building Code, Environment Code - Mandating New Construction Be All-Electric. File No. 200701. 3 letters. Copy: Each Supervisor. (18)

From concerned citizens, regarding proposed Ordinance Memorandum of Understanding and Settlement of Grievances - Police Officers Association. File No. 201050. 5 letters. Copy: Each Supervisor. (19)

From concerned citizens, regarding proposed Ordinance - Administrative Code - Eviction of Commercial Tenants During COVID-19 Pandemic. File No. 201056. 3 letters. Copy: Each Supervisor (20)

From concerned citizens, regarding the San Francisco Police Department using private cameras to spy on Black-led protests against police violence. 6 letters. Copy: Each Supervisor. (21)

From Sarah Wolfish, regarding proposed Ordinance - Administrative Code - Permanent Supportive Housing - Rent Contribution Standard. File No. 201185. Copy: Each Supervisor. (22)

From various organizations, regarding an employment dispute. 5 letters. Copy: Each Supervisor. (23)

From Ji Hyang, regarding public safety. Copy: Each Supervisor. (24)

From Department of Homelessness and Supportive Housing and Department of Emergency Management, submitting response to shelter in place rehousing letter of inquiry. Copy: Each Supervisor. (25)

From concerned citizen, regarding meal delivery program. Copy: Each Supervisor. (26)

From Anonymous, regarding access to records. Copy: Each Supervisor. (27)

From: [Mchugh, Eileen \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#); [BOS-Administrative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Young, Victor \(BOS\)](#); [BOS Legislation, \(BOS\)](#); [PEARSON, ANNE \(CAT\)](#); [Kittler, Sophia \(MYR\)](#); [Peacock, Rebecca \(MYR\)](#)
Subject: Mayoral Nomination - SFMTA
Date: Thursday, October 29, 2020 2:57:00 PM
Attachments: [Clerk's Memo 10.29.2020.pdf](#)
[2020-Fiona Hinze-MTA-Appt Letter.pdf](#)
[2020-Fiona Hinze-Bio.docx](#)
[2020-Fiona Hinze-F700.pdf](#)

Hello Supervisors,

The Office of the Mayor submitted the attached complete nomination pursuant to Charter, Section 8A.102. Please see the memo from the Clerk of the Board for more information and instructions.

Thank you,

Eileen McHugh
Executive Assistant
Board of Supervisors
1 Dr. Carlton B. Goodlett Place, City Hall, Room 244
San Francisco, CA 94102-4689
Phone: (415) 554-5184 | Fax: (415) 554-5163
eileen.e.mchugh@sfgov.org | www.sfbos.org

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-5184
Fax No. 554-5163
TDD/TTY No. 554-5227

MEMORANDUM

Date: October 29, 2020
To: Members, Board of Supervisors
From: *ACC* Angela Calvillo, Clerk of the Board
Subject: Nomination by the Mayor - Municipal Transportation Agency Board of Directors

On October 29, 2020, the Mayor submitted the following complete nomination package pursuant to Charter, Section 8A.102. Nominations in this category are subject to confirmation by the Board of Supervisors by a majority vote and are not effective until the Board acts by a majority.

- **Fiona Hinze** - Municipal Transportation Agency Board of Directors
 - Term ending March 1, 2024. (File No. 201237)

Pursuant to Rule 2.18.2 of the Board's Rules of Order, the Office of the Clerk of the Board has opened a hearing file on the matter and a hearing will be scheduled in the Rules Committee.

(Attachments)

c: Hillary Ronen - Rules Committee Chair
Alisa Somera - Legislative Deputy
Victor Young - Rules Committee Clerk
Anne Pearson - Deputy City Attorney
Sophia Kittler - Mayor's Legislative Liaison



Notice of Nomination of Appointment

October 29, 2020

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

Honorable Board of Supervisors,

Pursuant to Charter §8A.102, of the City and County of San Francisco, I make the following nomination:

Fiona Hinze, for appointment to the San Francisco Municipal Transportation Agency Board of Directors and Parking Authority Commission replacing Cristina Rubke for a four-year term ending March 1, 2024.

I am confident that Ms. Hinze will serve our community well. Attached are her qualifications to serve, which demonstrate how her appointment represents the communities of interest, neighborhoods and diverse populations of the City and County of San Francisco.

I encourage your support and am pleased to advise you of this appointment nomination. Should you have any question about this appointment nomination, please contact my Director of Commission Affairs, Tyra Fennell, at 415-554-6696.

Sincerely,

A handwritten signature in blue ink, reading "London N. Breed".

London N. Breed
Mayor, City and County of San Francisco

From: [Mchugh, Eileen \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#); [BOS-Administrative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Young, Victor \(BOS\)](#); [BOS Legislation, \(BOS\)](#); [PEARSON, ANNE \(CAT\)](#); [Kittler, Sophia \(MYR\)](#); [Peacock, Rebecca \(MYR\)](#)
Subject: Mayoral Nomination - Redevelopment Successor Agency Commission (Commission on Investment and Infrastructure)
Date: Wednesday, November 4, 2020 7:14:00 PM
Attachments: [Clerk's Memo 11.4.2020.pdf](#)
[2020-Miguel Bustos-Resume.pdf](#)
[2009-Miguel Bustos-CCII-Appt Letter.pdf](#)
[2020-Miguel Bustos-Annual F700.pdf](#)
[2020-Carolyn Ransom-Scott-Annual F700.pdf](#)
[2020-Carolyn Ransom-Scott-CCII-Appt Letter.pdf](#)
[2020-Carolyn Ransom-Scott-Resume.pdf](#)
[Bivett -Community Resume #1.doc](#)
[2020-Bivett Brackett-Annual F700.pdf](#)
[2020-Bivett Brackett-CCII-Appt Letter.pdf](#)

Hello Supervisors,

The Office of the Mayor submitted the attached complete nomination packages pursuant to Ordinance 215-12. Please see the memo from the Clerk of the Board for more information and instructions.

Thank you,

Eileen McHugh
Executive Assistant
Board of Supervisors
1 Dr. Carlton B. Goodlett Place, City Hall, Room 244
San Francisco, CA 94102-4689
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BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
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Tel. No. 554-5184
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TDD/TTY No. 554-5227

MEMORANDUM

Date: November 4, 2020
To: Members, Board of Supervisors
From: *ACG* Angela Calvillo, Clerk of the Board
Subject: Nominations by the Mayor - Redevelopment Successor Agency Commission
(Commission on Community Investment and Infrastructure)

On November 3, 2020, the Mayor submitted the following complete nomination packages pursuant to Ordinance No. 215-12. Nominations in this category are subject to confirmation by the Board of Supervisors (Board) and are not effective until acted upon by a majority of the Board.

- Miguel Bustos - term ending November 3, 2024.
- Rev. Dr. Carolyn Ransom-Scott - term ending November 3, 2024.
- Bivett Brackett - term ending November 3, 2024.

Pursuant to Rule 2.18.2 of the Board's Rules of Order, the Office of the Clerk of the Board has opened hearing files, and hearings will be scheduled in the Rules Committee.

(Attachments)

c: Hillary Ronen - Rules Committee Chair
Alisa Somera - Legislative Deputy
Victor Young - Rules Committee Clerk
Anne Pearson - Deputy City Attorney
Sophia Kittler - Mayor's Legislative Liaison



Notice of Nomination of Reappointment

November 3, 2020

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

Honorable Board of Supervisors,

Pursuant to California Health and Safety Code § 34173(g) and Ordinance No. 215-12, of the City and County of San Francisco, I make the following nomination:

Miguel Bustos, for reappointment to the Successor Agency Commission (Commission on Community Investment and Infrastructure) for a four-year term ending November 3, 2024.

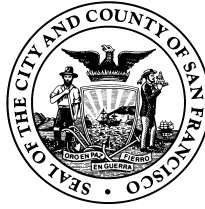
I am confident that Mr. Bustos will continue to serve our community well. Attached are his qualifications to serve, which demonstrate how his reappointment represents the communities of interest, neighborhoods and diverse populations of the City and County of San Francisco.

I encourage your support and am pleased to advise you of this reappointment nomination. Should you have any question about this reappointment nomination, please contact my Director of Commission Affairs, Tyra Fennell, at 415-554-6696.

Sincerely,

A handwritten signature in blue ink, reading "London N. Breed".

London N. Breed
Mayor, City and County of San Francisco



Notice of Nomination of Reappointment

November 3, 2020

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

Honorable Board of Supervisors,

Pursuant to California Health and Safety Code § 34173(g) and Ordinance No. 215-12, of the City and County of San Francisco, I make the following nomination:

Rev. Dr. Carolyn Ransom-Scott, for reappointment to the Successor Agency Commission (Commission on Community Investment and Infrastructure) for a four-year term ending November 3, 2024.

I am confident that Rev. Dr. Ransom-Scott will continue to serve our community well. Attached are her qualifications to serve, which demonstrate how her reappointment represents the communities of interest, neighborhoods and diverse populations of the City and County of San Francisco.

I encourage your support and am pleased to advise you of this reappointment nomination. Should you have any question about this reappointment nomination, please contact my Director of Commission Affairs, Tyra Fennell, at 415-554-6696.

Sincerely,

A handwritten signature in blue ink, reading "London N. Breed".

London N. Breed
Mayor, City and County of San Francisco



Notice of Nomination of Reappointment

November 3, 2020

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

Honorable Board of Supervisors,

Pursuant to California Health and Safety Code § 34173(g) and Ordinance No. 215-12, of the City and County of San Francisco, I make the following nomination:

Bivett Brackett, for reappointment to the Successor Agency Commission (Commission on Community Investment and Infrastructure) for a four-year term ending November 3, 2024.

I am confident that Ms. Brackett will continue to serve our community well. Attached are her qualifications to serve, which demonstrate how her reappointment represents the communities of interest, neighborhoods and diverse populations of the City and County of San Francisco.

I encourage your support and am pleased to advise you of this reappointment nomination. Should you have any question about this reappointment nomination, please contact my Director of Commission Affairs, Tyra Fennell, at 415-554-6696.

Sincerely,

A handwritten signature in blue ink, reading "London Breed".

London N. Breed
Mayor, City and County of San Francisco



ORDER OF THE HEALTH OFFICER No. C19-07m

**ORDER OF THE HEALTH OFFICER
OF THE CITY AND COUNTY OF SAN FRANCISCO
DIRECTING ALL INDIVIDUALS IN THE COUNTY TO CONTINUE
STAYING SAFER AT THEIR PLACES OF RESIDENCE TO THE
EXTENT THEY CAN EXCEPT FOR IDENTIFIED NEEDS AND
ACTIVITIES, AND TO FOLLOW HEALTH RISK REDUCTION
MEASURES OUTSIDE THEIR RESIDENCES; URGING GOVERNMENT
AGENCIES TO PROVIDE SHELTER AND SANITATION FACILITIES
TO INDIVIDUALS EXPERIENCING HOMELESSNESS; REQUIRING
ALL BUSINESSES AND RECREATION FACILITIES THAT ARE
ALLOWED TO OPERATE TO IMPLEMENT HEALTH RISK
REDUCTION MEASURES; AND DIRECTING ALL BUSINESSES,
FACILITY OPERATORS, AND GOVERNMENTAL AGENCIES TO
CONTINUE THE TEMPORARY CLOSURE OF ALL OPERATIONS
THAT ARE NOT YET SAFE ENOUGH TO RESUME**

(STAY SAFER AT HOME)

DATE OF ORDER: November 3, 2020

Please read this Order carefully. Violation of or failure to comply with this Order is a misdemeanor punishable by fine, imprisonment, or both. (California Health and Safety Code § 120295, *et seq.*; California Penal Code §§ 69, 148(a)(1); and San Francisco Administrative Code § 7.17(b))

Summary: On February 25, 2020 the Mayor of the City and County of San Francisco (the “County”) declared a state of emergency to prepare for coronavirus disease 2019 (“COVID-19”). On March 5, 2020 there was the first reported case of COVID-19 in the County. On March 16, 2020 the County and five other Bay Area counties and the City of Berkeley, working together, were the first in the State to implement shelter-in-place orders in a collective effort to reduce the impact of the virus that causes COVID-19. That virus is easily transmitted, especially indoors or in group settings, and the disease can be extremely serious. It can require long hospital stays, and in some instances cause long-term health consequences or death. It can impact not only those who are older or have underlying health conditions and known to be at high risk, but also other people, regardless of age. And a major risk remains the spread of the virus that causes COVID-19 through asymptomatic and pre-symptomatic carriers, people who can spread the disease but do not even know they are infected and contagious. The spread of disease is a global pandemic causing untold societal, social, and economic harm.



ORDER OF THE HEALTH OFFICER No. C19-07m

Initially the shelter-in-place orders generally required individuals to stay in their residences except for essential needs like grocery shopping, working in essential businesses, providing essential government functions, or engaging in essential travel. Over time, and based on health data and a risk analysis, the County allowed the phased resumption of some businesses and activities, consistent with the roadmap that the State has established under its order. For instance, the County allowed businesses that had operated primarily outdoors before March 16, 2020, to resume outdoor business activities, and the County has allowed many outdoor recreation activities that do not involve physical contact or shared equipment. Later, the County allowed additional categories of businesses and activities to resume, such as outdoor dining, curbside pick-up, and in-store retail, with other businesses and activities to be added over time when safe to do so.

Through this gradual reopening process the County has adopted risk reduction measures for individuals and businesses as further described below. Beginning on April 17, 2020 and based on increasing evidence that face coverings help protect against the spread of the virus, the County adopted a requirement for people to wear face coverings. That requirement has since been updated to expand the requirement to most settings outside people's residences. The County Health Officer has also issued best practices health directives for a number of businesses and activities, and the County Department of Public Health has issued companion guidance documents.

Meanwhile, in March 2020 after the County and neighboring jurisdictions adopted their shelter-in-place orders, the State adopted its own shelter-in-place order that applied throughout California. And in mid-April 2020 the State established a four-stage roadmap for reopening that sets a baseline for all counties in California and allows counties to go at a slower pace. The State continued to revise its roadmap and eventually replaced it with a new blueprint as described below. Consistent with the State roadmap, the County created its own phased reopening plan. The County's plan provides for the incremental resumption of certain business and other activities to gradually increase the volume of person-to-person contact to help contain the risk of a surge in COVID-19 cases in the County and the region. The County's plan is available online at <https://sf.gov/topics/reopening>.

Because of the density of San Francisco and local health conditions, the County has moved more cautiously than the State otherwise allows. To help further protect workers and the public and give both more confidence in resuming day-to-day activities, the County has imposed health and safety measures that are more restrictive than the State's industry guidelines. In late June 2020, the County Health Officer, with support from the County Board of Supervisors, applied for and received a variance from the State that allowed the County more flexibility in its decision-making on the phases of reopening.

Our collective effort has had a positive impact on limiting the spread of the virus. Early on the County, along with the other Bay Area jurisdictions, were able to bend the curve and preserve hospital capacity. The County continues to work on building up its testing,



ORDER OF THE HEALTH OFFICER No. C19-07m

case finding, case investigation, contact tracing capacity, and resources to protect vulnerable populations and address outbreaks. Still, the severe danger the virus poses to the health and welfare of all continues, we need to be vigilant and there remains a continuing risk of a surge that will overwhelm the capacity of our hospital system. We have come to learn that the virus can be transmitted in the air through aerosols and that the risk of such airborne transmission is generally higher indoors. Also, while the search continues, treatments for the disease are limited and a vaccine is not yet generally available. The vast majority of the population remains susceptible to infection, and local conditions could rapidly worsen if reopening steps are taken too quickly or if people fail to safely modify their behavior, including wearing face coverings, adhering to social distancing requirements, and avoiding gatherings.

Indeed, back in July 2020 the County and the region experienced a second surge in infections and hospitalizations, and took appropriate steps to respond, including pausing the reopening process. Along with all the other counties in the Bay Area, the County was placed on the State monitoring list and temporarily suspended certain additional business activities as required by the State Health Officer. Over the next month, with the collective efforts of businesses and residents, the County was able again to reduce its virus transmission rate and resume re-opening some businesses and other activities.

On August 28, 2020 the State adopted a new four-tiered, color-coded framework based on the prevalence of virus transmission in each county to guide reopening statewide—the Blueprint for a Safer Economy. That framework can be found online at <https://covid19.ca.gov/safer-economy>. As before counties can be more restrictive than this State framework allows. Under the blueprint the State initially assigned the County to the second most restrictive tier, substantial (red). On September 30, with improving case rates, the County advanced a tier to moderate (orange). Beginning on October 20, 2020, based on the State's new health equity metric, the State designated the County's risk of COVID-19 community transmission to be in the minimal (yellow) tier, accelerating San Francisco to the least restrictive tier. Most of the surrounding Bay Area counties have been designated the red tier (the second most restrictive tier) or orange tier (the second least restrictive tier). The County will continue to approach the reopening process in a measured way, based on local health indicators, and will continue to consider the restrictions that apply to the Bay Area region as a whole.

We are going to have to live with the threat of the virus for many months to come. And for us to be able to continue to reopen in-person schools as well as re-open and expand business and other activities and promote the recovery of our economy, we are all going to have to take responsibility to act safely, including wearing face coverings, keeping at least six feet from others who are not in our household, washing our hands frequently, conducting activities outdoors rather than indoors where possible and minimizing gatherings. We are all in this together, and each of us is going to have to make sacrifices for the good of the community as a whole, including for our most vulnerable members.



ORDER OF THE HEALTH OFFICER No. C19-07m

On August 14, 2020, the County shifted away from the prior shelter in place order and this Order continues that shift. In particular, the County will continue to focus more on risk reduction while at the same time keeping to an incremental plan for resuming business and other activity. This Order sets forth the local health data framework that along with the State's blueprint framework, and consistent with emerging scientific data, information, and evidence, will guide the Health Officer's "gating" decisions about whether to move forward with phases to reopen businesses and resume activities and otherwise modify this Order. Gating criteria are the benchmarks that, when met, will allow the County to move through the gate to the next level of reopening. In connection with those changes to the gating framework, this Order details the risk criteria that the Health Officer will apply to reopening decisions for specific business sectors and other activities. Those risk factors, described in more detail in the Order, include: the ability to modify behavior to reduce the risk; avoidance of risky activities; the nature of the setting; mixing of households; the number and nature of contacts; and the modification potential for the activity.

This Order includes the following requirements, and you should review the Order itself for additional details.

General Requirements. The Order:

- Urges all residents in the County to reduce the risk of COVID-19 transmission by staying in their residences to the extent possible and minimizing trips and activities outside the home;
- Allows people to engage in listed activities, including, for example, working for or going to the businesses listed below and certain governmental and essential infrastructure activities, as well as engaging in essential activities, outdoor activities, certain additional activities, and travel related to those activities;
- Urges older individuals and others who have serious underlying health conditions to remain home other than essential needs;
- Continues to require everyone to wear face coverings while outside their residences, subject to limited exceptions;
- Continues to require everyone to follow social distancing requirements, including staying at least six feet away from members outside of their household, subject to limited exceptions;
- Continues to urge government agencies to provide shelter and sanitation facilities for individuals experiencing homelessness;
- Continues to require everyone to comply with requirements issued by the State and other Health Officer orders and directives; and
- Limits gatherings among different households to help reduce the transmission of the virus.



ORDER OF THE HEALTH OFFICER No. C19-07m

Requirements for All Businesses. The Order:

- Allows only listed businesses to operate onsite, including essential businesses, outdoor businesses, healthcare operations, and certain additional businesses;
- Allows other businesses only to operate Minimum Basic Operations (as defined in the Order) onsite;
- Requires that businesses continue to maximize the number of people who work remotely from home to the extent possible;
- Requires businesses to complete and post a Social Distancing Protocol checklist in the form attached to the Order as Appendix A;
- Requires businesses to direct personnel to stay home when sick and prohibits adverse action against personnel for doing so;
- Requires businesses and governmental entities to report to the San Francisco Department of Public Health when three or more personnel test positive for the virus that causes COVID-19 within a two-week period;
- Requires businesses to post certain signage, including signage regarding ventilation systems;
- Urges businesses that operate indoors to implement ventilation guidelines and requires at least one ventilation measure for certain of those businesses;
- Allows for customers to use reusable shopping bags at businesses; and
- Requires businesses to cancel reservations or appointments without a financial penalty when a customer has a COVID-19 related reason.

Mandatory Best Practices Health Officer Directives. The Order requires that businesses and other entities review and comply with any applicable Health Officer Directives, and many of them require a Health and Safety Plan be completed and posted. These requirements include measures to help protect health of workers and customers, such as face covering, social distancing and sanitation protocols and in many instances capacity limits. There are currently directives for many types of businesses and activities, including: construction projects; food delivery and take-out restaurants; residential delivery services; grocery stores, pharmacies, farmer's markets, and hardware stores; healthcare operations that offer elective surgeries, dental care, or ambulatory care; retail stores that offer curbside pickup; manufacturing and warehousing; summer camps; child care; golf and tennis facilities; outdoor dining; indoor retail sales and services; outdoor and indoor personal services; outdoor and indoor gyms and fitness facilities, lodging facilities; outdoor gatherings; and office environments. All directives are available online at www.sfdph.org/directives.

Term. This Order will remain in effect, without a specific expiration date, for so long as the threat of the pandemic continues, or until this Order is otherwise extended, rescinded, superseded, or amended in writing by the Health Officer. But the Health Officer will continue to carefully monitor the evolving situation and will periodically revise this Order to loosen – or, if need be, tighten – restrictions as conditions warrant, to help



ORDER OF THE HEALTH OFFICER No. C19-07m

further the safer economic recovery and resumption of activities.

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ORDER OF THE HEALTH OFFICER No. C19-07m

**UNDER THE AUTHORITY OF CALIFORNIA HEALTH AND SAFETY CODE
SECTIONS 101040, 101085, AND 120175, THE HEALTH OFFICER OF THE CITY AND
COUNTY OF SAN FRANCISCO (“HEALTH OFFICER”) ORDERS:**

1. Purpose and Findings.

- a. **Purpose.** As of the effective date and time set forth in Section 13, below, this Order supersedes the October 20, 2020 Order of the Health Officer, No. C19-07l, (the “Prior Order”), and all individuals, Businesses (as defined in Section 8.e below), and applicable government agencies in the County are required to follow the provisions of this Order. This Order continues to temporarily prohibit certain Businesses and activities from resuming and limits gatherings with individuals from other Households (as defined in Section 3.b below) until it is safer to do so. But it allows certain other Businesses, activities, travel and governmental functions to occur subject to specified health and safety restrictions, limitations, and conditions to limit the transmission of Novel Coronavirus Disease 2019 (“COVID-19”). COVID-19 continues to pose a severe risk to residents of our County, and significant safety measures are necessary to protect against a surge in COVID-19 cases, serious illnesses and deaths. Accordingly, this Order requires risk reduction measures to be in place across Business sectors and activities that are allowed to occur, ensuring necessary precautions are followed as we adapt the way we live and function in light of the ongoing threat that the virus now poses and is very likely to continue to pose for some time to come. The Health Officer will continue to monitor data regarding COVID-19 and the evolving scientific understanding of the risks COVID-19 poses and may amend or rescind this Order based on analysis of that data and knowledge.
- b. **Intent.** The primary intent of this Order is to ensure that County residents continue to stay safer in their Residences (as defined in Section 3.b, below) to the extent possible and that together as a community our residents, along with visitors and workers in the County, take appropriate risk reduction measures, especially while outside their Residences, to slow the spread of COVID-19 and mitigate its impact on the delivery of critical healthcare services in the County and the region. As further provided in Section 2, below, the Health Officer intends to allow the phased resumption of Businesses and activities to provide for a safer reopening, with specified risk reduction measures, all while the Health Officer continues to assess the transmissibility and clinical severity of COVID-19 in light of the COVID-19 Indicators and risk framework described in Section 2 below.
- c. **Interpretation.** All provisions of this Order must be interpreted to effectuate the intent of this Order as described in subsection (b) above. The summary at the beginning of this Order as well as the headings and subheadings of sections contained in this Order are for convenience only and may not be used to



ORDER OF THE HEALTH OFFICER No. C19-07m

interpret this Order; in the event of any inconsistency between the summary, headings or subheadings and the text of this Order below, the text will control. Certain initially capitalized used in this Order have the meanings given them in Section 8 below. The interpretation of this Order in relation to the health orders of the State is described in Section 10 below.

- d. **Effect of Failure to Comply.** Failure to comply with any of the provisions of this Order constitutes an imminent threat and menace to public health, constitutes a public nuisance, and is punishable by fine, imprisonment, or both, as further provided in Section 12 below.
- e. **Continuing Severe Health and Safety Risk Posed by COVID-19.** This Order is issued based on evidence of continued significant community transmission of COVID-19 within the County and throughout the Bay Area; continued uncertainty regarding the degree of undetected asymptomatic transmission; scientific evidence and best practices regarding the most effective approaches to slow the transmission of communicable diseases generally and COVID-19 specifically; evidence that the age, condition, and health of a significant portion of the population of the County places it at risk for serious health complications, including death, from COVID-19; and further evidence that others, including younger and otherwise healthy people, are also at risk for serious outcomes including death. Due to the outbreak of COVID-19 in the general public, which remains a pandemic according to the World Health Organization, there is a public health emergency throughout the County, region and State. That immediate threat to public health and safety is also reflected in the continuing declarations of emergency referenced in Section 9.a below. Making the problem worse, some individuals who contract the virus causing the COVID-19 disease have no symptoms or have mild symptoms, which means they may not be aware they carry the virus and are transmitting it to others. Further, evidence shows that the virus can survive for hours to days on surfaces and be indirectly transmitted between individuals and also may be transmitted through airborne micro-droplets. Because even people without symptoms can transmit the infection, and because evidence shows the infection is easily spread, gatherings of people and other direct or indirect interpersonal interactions, particularly those that occur indoors, can result in preventable transmission of the virus.
- f. **Local Health Conditions Relating to COVID-19.** The efforts taken beginning in March 2020 under the prior shelter-in-place orders of the Health Officer, along with those of health officers of five neighboring counties, slowed the virus's trajectory. While the public health emergency and threat to the County's population remain severe, the region has significantly increased its capacity to detect cases, contain spread, and treat infected patients through widespread testing; greatly expanded its case investigation and contact tracing program and workforce; and expanded hospital resources and capacity. At the same time, across the region and the rest of the State, there has been a significant reopening



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of Businesses and activities, accompanied by an increase in cases and hospitalizations, which increases carry risks to County residents and resources. As we continue to evolve our strategies for protecting residents of the County from COVID-19, we must consider both the trajectory of the virus in the County and across the region, and the increased health risks associated with the opening of many Businesses and activities under the Prior Order. To protect the community from COVID-19, we must ensure that when people engage in activities they are doing so as safely as possible.

- g. Cases, Hospitalizations and Deaths. As of October 31, 2020, there were 12,508 confirmed cases of COVID-19 in the County (up from 37 on March 16, 2020, the day before the first shelter-in-place order in the County went into effect) as well as at least 148 deaths (up from a single death on March 17, 2020). This information, as well as information regarding hospitalizations and hospital capacity, is regularly updated on the San Francisco Department of Public Health's website at <https://data.sfgov.org/stories/s/fjki-2fab>.

2. Health Gating and Risk Criteria Framework for Reopening.

- a. Health Gating. To inform decisions about whether and how to augment, limit, or temporarily prohibit Businesses or activities to slow the spread of COVID-19, the Health Officer will continually review (1) progress on the COVID-19 Indicators; (2) developments in epidemiological and diagnostic methods for tracing, diagnosing, treating, or testing for COVID-19; and (3) scientific understanding of the transmission dynamics and clinical impact of COVID-19.

The COVID-19 Indicators will be key drivers in the Health Officer's gating decisions. In particular, the number of new COVID-19 cases per 100,000 residents, the rate of change in COVID-19 hospitalizations, and the amount of available hospital capacity will help guide decisions. If any indicator or a collection of these and other indicators are orange or red, then the Health Officer will give serious consideration to pausing or even reversing openings if appropriate. Also, the total number of hospitalized COVID-19 patients, and whether this total number is significantly increasing, flat, or decreasing, will play a role in gating decisions, especially if these numbers become larger than the prior surge (e.g., more than 100 COVID-19 positive patients in the County's hospitals at one time). Modeling estimates of peak hospitalizations will also be considered.

Information about San Francisco's status under the COVID-19 Indicators is available on the City's website at <https://data.sfgov.org/stories/s/Key-Health-Indicators-on-Containing-COVID-19/epem-wyzb>.



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In addition to evaluating the COVID-19 Indicators in making gating decisions, the Health Officer will also consider the estimate of the effective reproductive number (R_e), and whether there is evidence it is increasing, stable, or decreasing. The effective reproductive number (R_e) is the average number of secondary cases per infectious case in the setting of public health interventions (e.g., sheltering in place, face coverings, physical distancing, etc.). When $R_e > 1$, the epidemic curve increases. When $R_e < 1$, the epidemic curve decreases. When $R_e \sim 1$, the epidemic curve is flat.

b. Risk Criteria for Additional Businesses and Additional Activities Under Phased Reopening.

In connection with the health indicators and other public health data discussed above, the Health Officer will consider the risk of transmission involved in Businesses or activities in determining when and how they can safely resume, or if they must remain or be ordered temporarily closed. The following risk criteria will inform this analysis:

- 1) *Ability to modify behavior to reduce risk*—whether individuals engaged in the Business or other activity can wear face coverings at all times, maintain at least six feet of physical distancing at all times, and comply with other Social Distancing Requirements, including hand washing and sanitation;
- 2) *Avoidance of risky activities*—whether the nature of the Business or activity necessarily involves eating or drinking (which requires removing face covering); gatherings with other Households (which presents risks as described in subsection d below); or singing, chanting, shouting, or playing wind/brass instruments (which all present significant risk of airborne transmission);
- 3) *Setting*—Outdoor Businesses and activities are safer than indoor businesses or activities, so outdoors is strongly preferred;
- 4) *Mixing of Households*—Mixing of people from different Households present higher risk of virus transmission and community spread, and the more different Households that mix, the greater the cumulative risk;
- 5) *Number, frequency, duration and distance of contacts*—The more people who interact, the higher the risk of virus transmission; and the more people who gather at a site, or the more sites involved in the business, possible interactions increase exponentially (number of contacts). The more often people interact, the higher the risk of virus transmission (frequency of contacts). The longer the duration of contacts, the higher the risk of virus transmission (duration of contacts). The closer the proximity of people, the higher the risk of virus transmission (distance of contacts); and



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- 6) *Modification potential*—the degree to which best practices health protocols can reduce the risk of transmission, where those protocols can be properly implemented.

3. General Requirements for Individuals.

- a. **Staying Safer At Home Is The Best Way To Control Risk.** All people are strongly reminded that continuing to stay home as much as possible is the best way to prevent the risk of COVID-19 transmission, and therefore minimizing trips and activities outside the home helps reduce risk to individuals and the community. All activities that involve contact with people from different Households increase the risk of transmission of COVID-19. Accordingly, all individuals currently living within the County are for the time being ordered to stay in their place of Residence to the extent possible. They are strongly urged to leave their Residence only to:
- Work for or access Businesses that are allowed to be open under this Order (Essential Businesses, Outdoor Businesses, and Additional Businesses, as those terms are defined in Sections 8.a, 8.b and 8.c);
 - Work for, volunteer at, or access services at Healthcare Operations, as that term is defined in Section 8.g;
 - Engage in activities that are allowed under this Order (Essential Activities, Outdoor Activities, and Additional Activities, as those terms are defined in Sections 8.h, 8.i and 8.j); and
 - Engage in Essential Travel, as that term is defined in Section 8.k; or
 - Provide any services or perform any work necessary to the operation maintenance of Essential Governmental Functions or Essential Infrastructure, as those terms are defined in Sections 8.l and 8.m.
- b. **Residences and Households.** For purposes of this Order, “Residences” include hotels, motels, shared rental units, and similar facilities. Residences also include living structures and outdoor spaces associated with those living structures, such as patios, porches, backyards, and front yards that are only accessible to a single family or Household. For purposes of this order “Household” means people living in a single Residence or shared living unit.
- c. **Individuals Experiencing Homelessness.** Individuals experiencing homelessness are exempt from this Section, but are strongly urged to obtain shelter. Government agencies and other entities operating shelters and other facilities that house or provide meals or other necessities of life for individuals experiencing homelessness are strongly urged to, as soon as possible, make such shelter available, and must take appropriate steps to help ensure compliance with Social Distancing Requirements, including adequate provision of hand sanitizer. Also, individuals experiencing homelessness who are unsheltered and



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living in encampments should, to the maximum extent feasible, abide by 12 foot by 12 foot distancing for the placement of tents, and government agencies should provide restroom and hand washing facilities for individuals in such encampments as set forth in Centers for Disease Control and Prevention Interim Guidance Responding to Coronavirus 2019 (COVID-19) Among People Experiencing Unsheltered Homelessness (<https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/unsheltered-homelessness.html>).

- d. **Older Adults and Individuals of Any Age with Certain Medical Conditions.** Older adults and individuals with certain medical conditions—including cancer, chronic kidney disease, chronic obstructive pulmonary disease, immunocompromised state from solid organ transplant, obesity, serious heart conditions (such as heart failure, coronary artery disease, or cardiomyopathies), sickle cell disease, smoking, and Type 2 diabetes—are strongly urged to stay in their Residence except to access critical necessities such as food, and to seek or provide medical care or Essential Governmental Functions. Individuals with other medical conditions might be at increased risk for severe illness from COVID-19 and are encouraged to minimize activities and interactions with people outside their Household to the extent practicable, except as necessary to seek or provide medical care or Essential Governmental Functions. The most up-to-date information about who is at increased risk of severe illness and people who need to take extra precautions can be found at <https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/people-at-increased-risk.html>.
- e. **Mandatory Risk Reduction Measures For Individuals Outside their Place of Residence.** When people leave their place of Residence, they must (1) strictly comply with the Social Distancing Requirements as defined in Section 8.o, including maintaining at least six feet of social distance from other people not in the same Household, except as expressly provided in this subsection below or elsewhere in this Order, and (2) wear Face Coverings as provided in, and subject to the limited exceptions in, Health Officer Order No. C19-12c issued July 22, 2020 (the “Face Covering Order”), including any future amendments to that order. The requirement to strictly comply with Social Distancing Requirements is subject to a limited exception as necessary to provide care (including childcare, adult or senior care, care to individuals with special needs, and patient care); as necessary to carry out the work of Essential Businesses, Essential Governmental Functions, or provide for Minimum Basic Operations; or as otherwise expressly provided in this Order. For clarity, individuals who do not currently reside in the County must comply with all applicable requirements of this Order when in the County.
- f. **Limitations on Gatherings that Involve Mixing of Different Households to Reduce Virus Transmission Risk.** Gatherings of individuals from different Households pose a significant risk of virus transmission to the community. The



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greater the number of people from different households in a gathering, the greater the risk of the spread of COVID-19. All public and private gatherings of any number of people occurring outside a single Household are prohibited, except as expressly permitted in this Order including, but not limited to, gatherings allowed as Additional Activities in Appendix C-2. If, despite this prohibition, people find themselves with members of other Households, they are required to follow the health guidelines for safer interactions set forth in the Tip Sheet for Safer Interactions During COVID-19 Pandemic, posted at: www.sfdcp.org/communicable-disease/diseases-a-z/covid19whatsnew.

- g. Quarantine Recommendation Upon Entering or Reentering the Bay Area.** When moving to the Bay Area (i.e., the nine counties that make up the San Francisco Bay Area region) or returning after travel outside the Bay Area, individuals are urged to quarantine for 14 days if they engaged in activities while traveling or outside the Bay Area that would put them at higher risk of contracting the virus that causes COVID-19. These higher risk activities include those in which an individual was within six feet of individuals outside of their household for a total of 15 minutes or more in a 24 hour period, if they or those around them were not wearing Face Coverings at all times, especially if they were indoors (including traveling on planes, buses, or trains if Face Coverings were not worn at all times by the individual and those around them). The greater number of people outside the individual's household who are involved in these interactions, the greater the risk. To quarantine, individuals should follow the guidance of the jurisdiction they are moving to and the United States Centers for Disease Control and Prevention and Health Officer Directive No. 2020-02c, available at www.sfdph.org/directives.
 - h. Health Travel Advisories.** All individuals are strongly urged to comply with any health travel advisories and post-travel quarantine recommendations issued by the San Francisco Department of Public Health.
- 4. General Requirements for Businesses and Business Activities.**
- a. Allowed Businesses.** Essential Businesses, Outdoor Businesses, and Additional Businesses, as defined in Sections 8.a, 8.b and 8.c, are allowed to operate in the County under this Order. All other Businesses are temporarily required to cease all activities at facilities located within the County except Minimum Basic Operations, as defined in Section 8.d. Except as otherwise provided in Appendix C-1, Businesses that include allowed operations alongside other operations that are not yet allowed must, to the extent feasible, scale down their operations to the allowed components only.
 - b. Maximization of Telework.** All Businesses must continue to maximize the number of Personnel who work remotely from their place of Residence, subject to the conditions and limitations provided in Appendix C-1.



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- c. **Activities that Can Occur Outdoors.** All Businesses are strongly urged to move as many operations as possible outdoors, to the extent permitted by local law and permitting requirements, where there is generally less risk of COVID-19 transmission. Businesses that operate outdoors may, subject to any applicable permit requirements, conduct their operations under a tent, canopy, or other sun or weather shelter, but only as long as no more than one side is closed, allowing sufficient outdoor air movement. Also, the number and composition of barriers used for all outdoor shelters must allow the free flow of air in the breathing zone consistent with guidance from the Department of Public Health, available at <https://www.sfdph.org/dph/files/ig/Guidance-Shared-Outdoor-Spaces.pdf>.
- d. **Social Distancing Protocol.** As a condition of operating under this Order, the operators of all Businesses allowed to operate must comply with the requirements of the Social Distancing Protocol attached to this Order as **Appendix A** and must complete a Social Distancing Protocol checklist for each of their facilities in the County frequented by Personnel or members of the public. The Social Distancing Protocol checklist must be posted at or near each public entrance of each of the Business facilities and must be easily viewable by the public and Personnel. A copy of the Social Distancing Protocol checklist must also be provided in hardcopy or electronic format to each person performing work at the facility. Each Business subject to this paragraph must provide evidence of its implementation of the Social Distancing Protocol requirements to any authority enforcing this Order upon demand. A copy of the Social Distancing Protocol checklist must also be provided by the Business or entity to any member of the public on request.

With the exception of construction activities—which must comply with the Construction Project Safety Protocols set forth in **Appendix B**—each Business must use the Social Distancing Protocol checklist included in **Appendix A** or a form that is substantially similar.

- e. **Industry Specific Requirements.** In addition to the Social Distancing Protocol, all Businesses allowed to operate under this Order must follow any industry or activity-specific guidance issued by the Health Officer related to COVID-19 (available online at www.sfdph.org/directives) and any conditions on operation specified in this Order, including those specified in **Appendix C-1**.
- f. **Businesses Must Allow Personnel to Stay Home When Sick.** As outlined in the Social Distancing Protocol, Businesses are required to allow Personnel to stay home if they have symptoms associated with COVID-19 that are new or not explained by another condition (see www.sfdcp.org/covid19symptoms), and Personnel are prohibited from coming to work if they are sick and may only return to work as outlined in the Social Distancing Protocol. Generally speaking, Personnel with any single COVID-19 symptom that is new or not



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explained by another condition must have a negative COVID-19 test OR stay out of work for at least 10 days since symptoms started in order to return to work. Those who are close contacts of someone with COVID-19 must remain out of work for 14 days since their last close contact. See Personnel Screening Attachment (A-1) of the Social Distancing Protocol for more details (also posted at www.sfdcp.org/screening-handout). Each Business that is required to comply with the Social Distancing Protocol is prohibited from taking any adverse action against any Personnel for staying home in the circumstances listed in the Social Distancing Protocol.

- g. Signage For Indoor Activities.** Although this Order allows certain indoor activities to resume, those activities are allowed subject to more stringent safety measures and, as a general matter, remain inherently riskier than activities that are done outdoors. All businesses that are allowed to be open indoors for the public must conspicuously post signage, including at all primary public entrances, reminding people to adhere to physical distancing, hygiene, and Face Covering requirements and to stay home when they feel ill. They must also post a stand-alone sign bearing the message that: (1) COVID-19 is transmitted through the air, and the risk is generally higher indoors, and (2) seniors and those with health risks should avoid indoor settings with crowds. The County is making templates for the signage available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>. The templates may be updated from time to time, and businesses are strongly urged to keep informed of those changes and update their signage accordingly.
- h. Signage For Employees To Report Unsafe Conditions Related To COVID-19.** Beginning on November 10, 2020, all businesses are required to post signs in employee break rooms or areas informing employees that they can report violations of COVID-19 health orders and directives by calling 311 or visiting www.sf.gov/report-health-order-violation. Signage should also state that the employee's identity will not be disclosed to the employer. Sample signage is available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>.
- i. Ventilation Requirements.**

 - i.** All businesses that are allowed to be open indoors must review SFDPH's Guidance on "Ventilation for Non-Healthcare Organizations During the COVID-19 Pandemic," available online at <https://www.sfdcp.org/COVID-Ventilation> ("Ventilation Guidance"). Those businesses must: (1) implement as many improvements in the Ventilation Guidance document as feasible, and (2) keep a hand-annotated copy of the Ventilation Guidance showing which improvements were considered and implemented. Ventilation guidance from recognized authorities such as the CDC, ASHRAE, or the state of California can be used as an alternate to the DPH Ventilation Guidance with an annotated version of the alternate guidance kept on hand.



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- ii. Beginning on November 3, 2020, the businesses listed below must conspicuously post signage, including at all primary public entrances, indicating which of the following ventilation strategies are used at the facility: All available windows and doors accessible to fresh outdoor air are kept open; Fully Operational HVAC systems; Appropriately sized portable air cleaners in each room; or None of the above.

- Businesses that offer indoor dining,
- Indoor gyms and fitness centers, and
- Indoor personal service providers that will be providing services requiring the removal of clients' Face Coverings.

The County is making templates for the signage available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>. The templates may be updated from time to time, and businesses are strongly urged to keep informed of those changes and update their signage accordingly.

- iii. As soon as possible, but no later than November 17, 2020, the following businesses may only open or remain open to the public if they are using at least one of the following ventilation strategies: (1) All available windows and doors accessible to fresh outdoor air are kept open (doors and windows required to be kept closed for fire/life safety purposes are exempt; make sure open windows do not create falling hazards especially for children); (2) Fully operational HVAC systems; (3) Portable Air Cleaners in each room that are appropriately sized for the room or area they are deployed in (see Ventilation Guidance for more information).

- Dining establishments that offer indoor dining, and
- Indoor personal service providers that will be providing services requiring the removal of clients' Face Coverings.

If due to smoke or other conditions, the business cannot implement any of those measures, business that offer indoor dining must temporarily close and indoor personal service providers cannot have clients remove their Face Coverings until the ventilation measure(s) can be reinstated.

5. Schools, Childcare, Youth Programs, and Higher Education

- a. Schools. Transitional kindergarten (TK)-12 schools may open for in-person instruction subject to the following requirements and conditions.

- 1) All TK-12 schools must follow any applicable directives issued by the County Health Officer (www.sfdph.org/directives) and any applicable "COVID-19 Industry Guidance" issued by the California Department of Public Health, available at <https://covid19.ca.gov/industry-guidance/>.
- 2) Because San Francisco has been in the red tier or below for more than 14 consecutive days, TK-12 schools and school districts may open for in-



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person instruction, but only upon advance written approval of the Health Officer or the Health Officer's designee of a plan to open for such purposes. More information about how to request approval of a plan by the Health Officer is available at <https://www.sfdph.org/dph/covid-19/schools-education.asp>.

- 3) **Specialized Targeted Support Services.** Beginning on September 8, 2020, TK-12 schools may operate to provide in-person specialized and targeted support services to vulnerable children and youth. Schools providing specialized targeted support services do not need to obtain a waiver or advance written approval of the Health Officer, but must comply with the Health Officer Directive No. 2020-26b. Additional information about what qualifies as specialized targeted support services and which students may be served in these specialized programs is available at <https://www.sfdph.org/dph/covid-19/schools-education.asp>.

For clarity, this subsection a applies to public and private schools operating in San Francisco, including independent, parochial and charter schools.

- b. **Home-Based Care for Children.** Home-based care for children is permitted under Section 8.a.xxi, below.
- c. **Childcare Programs for Young Children.** Group care facilities for children who are not yet in elementary school—including, for example, licensed childcare centers, daycares, family daycares, and preschools (including cooperative preschools)—may operate subject to, and to the extent permitted by, the health and safety requirements set forth in Section 3.b.1 of Appendix C-1 and Health Officer Directive No. 2020-14e, as it may be amended in the future.
- d. **Out of School Time Programs.** With the exception of schools, which are addressed in subsection a above, educational or recreational institutions or programs that provide care or supervision for school-aged children and youth—including for example, learning hubs, other programs that support and supplement distance learning in schools, school-aged childcare programs, youth sports programs, and afterschool programs—may operate subject to, and to the extent permitted by, the health and safety requirements set forth in Section 3.b.3 of Appendix C-1 and Health Officer Directive No. 2020-21e, as it may be amended in the future.
- e. **Institutions of Higher Education and Adult Education.** Institutions of higher education ("IHEs"), such as colleges and universities, and other programs offering adult education—including, for example, programs offering job skills training and English as a second language classes to adults—may operate subject to, and to the extent permitted by, the health and safety requirements set



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forth in Section 14 of Appendix C-1, and any relevant industry-specific Health Officer directives.

- f. **Additional Information.** Additional information about the operational requirements and restrictions relating to COVID-19 for schools, childcare, and youth programs is available at <https://www.sfdph.org/dph/covid-19/schools-education.asp>.

6. Public Transit.

- a. Transit agencies, people riding or waiting to ride on public transit, and people at or near a public transit stop or station must comply with Social Distancing Requirements, as defined in Section 8.o, except as provided in subsection (b) below. Personnel and passengers must wear Face Coverings as required by the Face Covering Order. Also, people riding or waiting to ride on public transit must follow any applicable directives issued by the County Health Officer (www.sfdph.org/directives) and any applicable "COVID-19 Industry Guidance" issued by the California Department of Public Health, available at <https://covid19.ca.gov/industry-guidance/>.
- b. Transit agencies that have submitted an acceptable health and safety plan to the Department of Public Health may relax the six-foot social distancing requirement between riders, provided that they encourage riders from different Households to maintain six feet social distance to the greatest extent feasible, and in no event shall the distance between riders from different Households be less than three feet. Transit agencies that have submitted an acceptable health plan must still ensure that there is at least six-feet social distance between transit operators and members of the public. The Department of Public Health has posted a template health and safety plan at www.sfdph.org/directives.

7. Mandatory Reporting by Businesses and Government Entities When Three or More Personnel Contract COVID-19 Within Two Weeks.

Businesses and governmental entities must require that all Personnel immediately alert the Business or governmental entity if they test positive for COVID-19 and were present in the workplace within the 48 hours before onset of symptoms or, if asymptomatic, within 48 hours of the date on which they were tested. Businesses and governmental entities can learn more about what to do after a positive COVID-19 case among Personnel at www.sfdcp.org/covid19-positive-workplace. If a Business or governmental entity has three or more Personnel who test positive for COVID-19 within a two-week period, then the Business or governmental entity is required to call the San Francisco Department of Public Health at 628-217-6100 immediately to report the cluster of cases. Businesses and governmental entities must also comply with all case investigation and contact tracing measures by the County, including providing any information requested.



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8. Definitions.

For purposes of this Order, the following initially capitalized terms have the meanings given below.

Allowed Businesses and Business Activities.

a. *Essential Businesses.* “Essential Businesses” means:

- i. Healthcare Operations (as defined in subsection g below);**
- ii. Grocery stores, certified farmers’ markets, farm and produce stands, supermarkets, food banks, convenience stores, and other establishments engaged in the retail sale of unprepared food, canned food, dry goods, non-alcoholic beverages, fresh fruits and vegetables, pet supply, fresh meats, fish, and poultry, as well as hygienic products and household consumer products necessary for personal hygiene or the habitability, sanitation, or operation of Residences. The Businesses included in this subsection include establishments that sell multiple categories of products provided that they sell a significant amount of essential products identified in this subsection, such as liquor stores that also sell a significant amount of food;**
- iii. Food cultivation, including farming, livestock, and fishing;**
- iv. Businesses that provide food, shelter, and social services, and other necessities of life for economically disadvantaged or otherwise needy individuals;**
- v. Construction, but only as permitted under the State Shelter Order and only pursuant to the Construction Safety Protocols listed in Appendix B and incorporated into this Order by this reference. City public works projects shall also be subject to Appendix B, except if other protocols are specified by the Health Officer;**
- vi. Newspapers, television, radio, and other media services;**
- vii. Gas stations and auto-supply, auto-repair (including, but not limited to, for cars, trucks, motorcycles and motorized scooters), and automotive dealerships, but only for the purpose of providing auto-supply and auto-repair services. This subsection (vii) does not restrict the on-line purchase of automobiles if they are delivered to a Residence or Essential Business;**
- viii. Bicycle repair and supply shops;**
- ix. Banks and related financial institutions;**
- x. Service providers that enable real estate transactions (including rentals, leases, and home sales), including, but not limited to, real estate agents, escrow agents, notaries, and title companies, provided that appointments and other residential real estate viewings must only occur virtually or, if a**



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virtual viewing is not feasible, by appointment with no more than two visitors at a time residing within the same Household and one individual showing the unit (except that in person visits are not allowed when the occupant is present in the Residence);

- xi. Hardware stores;**
- xii. Plumbers, electricians, exterminators, and other service providers who provide services that are necessary to maintaining the habitability, sanitation, or operation of Residences and Essential Businesses;**
- xiii. Businesses providing mailing and shipping services, including post office boxes;**
- xiv. Educational institutions—including public and private K-12 schools, colleges, and universities—for purposes of facilitating distance learning or performing essential functions, or as allowed under subsection (xxvi), provided that social distancing of six feet per person is maintained to the greatest extent possible;**
- xv. Laundromats, drycleaners, and laundry service providers;**
- xvi. Restaurants and other facilities that prepare and serve food, but only for delivery or carry out. Schools and other entities that typically provide free food services to students or members of the public may continue to do so under this Order on the condition that the food is provided to students or members of the public on a pick-up and take-away basis only. Schools and other entities that provide food services under this exemption shall not permit the food to be eaten at the site where it is provided, or at any other gathering site;**
- xvii. Funeral home providers, mortuaries, cemeteries, and crematoriums, to the extent necessary for the transport, preparation, or processing of bodies or remains, and for those same entities, as well as for houses of worship, to hold funerals subject to the capacity limits for people allowed either for outdoor religious gatherings under Section (9)b.2 of Appendix C-2 (if the facility is fully compliant with Section (9)b.2 and also Health Officer Directive No. 2020-19d) or for indoor religious services and cultural ceremonies under Section (9)b.3 of Appendix C-2 (if the facility is fully compliant with Section (9)b.3 and also Health Officer Directive No. 2020-34), but not for both indoor and outdoor concurrently for the funeral for the same individual;**
- xviii. Businesses that supply other Essential Businesses and Outdoor Businesses with the support or supplies necessary to operate, but only to the extent that they support or supply these Businesses. This exemption shall not be used as a basis for engaging in sales to the general public from retail storefronts;**



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- xix. **Businesses that have the primary function of shipping or delivering groceries, food, or other goods directly to Residences or Businesses. This exemption shall not be used to allow for manufacturing or assembly of non-essential products or for other functions besides those necessary to the delivery operation;**
- xx. **Airlines, taxis, rental car companies, rideshare services (including shared bicycles and scooters), and other private transportation providers providing transportation services necessary for Essential Activities and other purposes expressly authorized in this Order;**
- xxi. **Home-based care for seniors, adults, children, and pets;**
- xxii. **Residential facilities and shelters for seniors, adults, and children;**
- xxiii. **Professional services, such as legal, notary, or accounting services, when necessary to assist in compliance with non-elective, legally required activities or in relation to death or incapacity;**
- xxiv. **Services to assist individuals in finding employment with Essential Businesses;**
- xxv. **Moving services that facilitate residential or commercial moves that are allowed under this Order;**
- xxvi. **Childcare establishments and other educational or recreational institutions or programs providing care or supervision for children (with the exception of summer camps, which are addressed separately in Appendix C-1, and schools, which are addressed separately in Section 6.b, above) that enable owners and Personnel of Essential Businesses and providers of Essential Governmental Functions to work as allowed under this Order;**
- xxvii. **Businesses that operate, maintain, or repair Essential Infrastructure.**

b. *Outdoor Businesses.* “Outdoor Businesses” means:

- i. **The following Businesses that normally operated primarily outdoors before March 16, 2020, and where there is the ability to fully maintain social distancing of at least six feet between all persons:**
 - 1. **Businesses primarily operated outdoors, such as wholesale and retail plant nurseries, agricultural operations, and garden centers; and**
 - 2. **Service providers that primarily provide outdoor services, such as landscaping and gardening services, and environmental site remediation services.**

For clarity, “Outdoor Businesses” do not include outdoor restaurants, cafes, or bars. Except as otherwise provided in Appendix C-1, they also do not include Businesses that promote large, coordinated, and prolonged gatherings, such as outdoor concert venues and amusement parks.



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Outdoor Businesses may conduct their operations under a tent, canopy, or other sun shelter as further provided in Section 4.c above.

- c. *Additional Businesses.*** “Additional Business” means any Business identified as an Additional Business in Appendix C-1, which will be updated as warranted based on the Health Officer’s ongoing evaluation of the COVID-19 Indicators and other data. In addition to the other requirements in this Order, operation of those Additional Businesses is subject to any conditions and health and safety requirements set forth in Appendix C-1 and in any industry-specific guidance issued by the Health Officer.
- d. *Minimum Basic Operations.*** “Minimum Basic Operations” means the following activities for Businesses, provided that owners, Personnel, and contractors comply with Social Distancing Requirements as defined this Section, to the extent possible, while carrying out such operations:

 - i.** The minimum necessary activities to maintain and protect the value of the Business’s inventory and facilities; ensure security, safety, and sanitation; process payroll and employee benefits; provide for the delivery of existing inventory directly to Residences or Businesses; and related functions. For clarity, this section does not permit Businesses to provide curbside pickup to customers; and
 - ii.** The minimum necessary activities to facilitate owners, Personnel, and contractors of the Business being able to continue to work remotely from their Residences, and to ensure that the Business can deliver its service remotely.
- e. *Business.*** A “Business” includes any for-profit, non-profit, or educational entity, whether a corporate entity, organization, partnership or sole proprietorship, and regardless of the nature of the service, the function it performs, or its corporate or entity structure.
- f. *Personnel.*** “Personnel” means the following people who provide goods or services associated with the Business in the County: employees; contractors and sub-contractors (such as those who sell goods or perform services onsite or who deliver goods for the Business); independent contractors; vendors who are permitted to sell goods onsite; volunteers; and other individuals who regularly provide services onsite at the request of the Business. “Personnel” includes “gig workers” who perform work via the Business’s app or other online interface, if any.
- g. *Healthcare Operations.*** “Healthcare Operations” includes, without limitation, hospitals, clinics, COVID-19 testing locations, dentists, pharmacies, blood banks and blood drives, pharmaceutical and biotechnology companies, other healthcare facilities, healthcare suppliers, home healthcare services providers,



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mental health providers, or any related and/or ancillary healthcare services. “Healthcare Operations” also includes veterinary care and all healthcare services provided to animals. This exemption for Healthcare Operations must be construed broadly to avoid any interference with the delivery of healthcare, broadly defined. “Healthcare Operations” excludes fitness and exercise gyms and similar facilities.

Allowed Activities.

h. *Essential Activities.* “Essential Activities” means to:

- i. Engage in activities or perform tasks important to their health and safety, or to the health and safety of their family or Household members (including pets);**
- ii. Obtain necessary services or supplies for themselves and their family or Household members, or to deliver those services or supplies to others;**
- iii. Provide necessary care for a family member or pet in another Household who has no other source of care;**
- iv. Attend a funeral with no more than 12 individuals present (or, if higher, the number of individuals allowed to gather for social gatherings under Appendix C-2); and**
- v. Move Residences.**

i. *Outdoor Activities.* “Outdoor Activities” means:

- i. To engage in outdoor recreation activity, including, by way of example and without limitation, walking, hiking, bicycling, and running, in compliance with Social Distancing Requirements and with the following limitations:**
 - 1. Outdoor recreation activity at parks, beaches, and other open spaces must comply with any restrictions on access and use established by the Health Officer, government, or other entity that manages such area to reduce crowding and risk of transmission of COVID-19;**
 - 2. Except as otherwise provided in Appendix C-2 or as otherwise authorized in writing by the Health Officer, use of outdoor recreational areas and facilities with high-touch equipment or that encourage gathering—including playgrounds, gym equipment, climbing walls, pools, spas, and barbecue areas—is prohibited outside of Residences, and all such areas must be closed to public access including by signage and, as appropriate, by physical barriers; and**
 - 3. Except as otherwise provided in Appendix C-2, sports or activities that include the use of shared equipment or physical contact between participants may only be engaged in by members of the same**



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Household.

Outdoor Activities may be conducted under a tent, canopy, or other sun shelter, but only as long as no more than one side is closed, allowing sufficient outdoor air movement.

j. *Additional Activities.* “Additional Activities” means:

- i. To engage in outdoor recreation activities or other activities set forth in Appendix C-2, subject to any conditions and health and safety requirements set forth there.**

Allowed Travel.

k. *Essential Travel.* “Essential Travel” means travel for any of the following purposes:

- i. Travel related to the provision of or access to Essential Activities, Essential Governmental Functions, Essential Businesses, Minimum Basic Operations, Outdoor Activities, Outdoor Businesses, Additional Activities, and Additional Businesses;**
- ii. Travel to care for any elderly, minors, dependents, or persons with disabilities;**
- iii. Travel to or from educational institutions for purposes of receiving materials for distance learning, for receiving meals, and any other related services;**
- iv. Travel to return to a place of Residence from outside the County;**
- v. Travel required by law enforcement or court order;**
- vi. Travel required for non-residents to return to their place of Residence outside the County. Individuals are strongly encouraged to verify that their transportation out of the County remains available and functional before commencing such travel;**
- vii. Travel to manage after-death arrangements and burial;**
- viii. Travel to arrange for shelter or avoid homelessness;**
- ix. Travel to avoid domestic violence or child abuse;**
- x. Travel for parental custody arrangements; and**
- xi. Travel to a place to temporarily reside in a Residence or facility to avoid potentially exposing others to COVID-19, such as a hotel or other facility provided by a governmental authority for such purposes.**



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Governmental Functions.

- l. Essential Infrastructure.*** “Essential Infrastructure,” including airports, utilities (including water, sewer, gas, and electrical), oil refining, roads and highways, public transportation, solid waste facilities (including collection, removal, disposal, recycling, and processing facilities), cemeteries, mortuaries, crematoriums, and telecommunications systems (including the provision of essential global, national, and local infrastructure for internet, computing services, Business infrastructure, communications, and web-based services).
- m. Essential Governmental Functions.*** “Essential Governmental Functions” are determined by the governmental entity performing those functions in the County. Each governmental entity shall identify and designate appropriate Personnel, volunteers, or contractors to continue providing and carrying out any Essential Governmental Functions, including the hiring or retention of new personnel or contractors to perform such functions. Each governmental entity and its contractors must employ all necessary emergency protective measures to prevent, mitigate, respond to, and recover from the COVID-19 pandemic, and all Essential Governmental Functions must be performed in compliance with Social Distancing Requirements to the greatest extent feasible. All first responders, emergency management personnel, emergency dispatchers, court personnel, and law enforcement personnel, and others who need to perform essential services are categorically exempt from this Order to the extent they are performing those essential services.

The County may operate facilities as needed to address health emergencies related to weather conditions or acts of nature, such as excessive heat or smoke from wildfires, even if those facilities are not otherwise allowed to open for their intended purposes under this Order, provided that the operation of such facilities must be done in compliance with any COVID-19 related guidance that the Health Officer may issue. Those facilities include, but are not limited to, cooling centers and smoke respite centers, and may be operated directly by the County or by other entities at the direction of or in coordination with the County or as otherwise provided for in such guidance.

Residences and Households.

- n.*** “Residences” and “Households” are defined as set forth in Section 3.b, above.

Social Distancing.

- o. Social Distancing Requirements.*** “Social Distancing Requirements” mean:
- i.*** Maintaining at least six-foot social distancing from individuals who are not part of the same Household;



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- ii. Frequently washing hands with soap and water for at least 20 seconds, or using hand sanitizer that is recognized by the Centers for Disease Control and Prevention as effective in combatting COVID-19;
- iii. Covering coughs and sneezes with a tissue or fabric or, if not possible, into the sleeve or elbow (but not into hands);
- iv. Wearing a face covering when out in public, consistent with the orders or guidance of the Health Officer; and
- v. Avoiding all non-essential interaction outside the Household when sick with any COVID-19 symptom listed at www.sfgdcp.org/covid19symptoms that is new or not explained by another condition.

9. Incorporation of State and Local Emergency Proclamations and State Health Orders.

- a. **State and Local Emergency Proclamations.** This Order is issued in accordance with, and incorporates by reference, the March 4, 2020 Proclamation of a State of Emergency issued by Governor Gavin Newsom, the March 12, 2020 Executive Order (Executive Order N-25-20) issued by Governor Gavin Newsom, the February 25, 2020 Proclamation by the Mayor Declaring the Existence of a Local Emergency issued by Mayor London Breed, as supplemented on March 11, 2020, the March 6, 2020 Declaration of Local Health Emergency Regarding Novel Coronavirus 2019 (COVID-19) issued by the Health Officer, and guidance issued by the California Department of Public Health, as each of them have been and may be supplemented.
- b. **State Health Orders.** This Order is also issued in light of the March 19, 2020 Order of the State Public Health Officer (the "State Shelter Order"), which set baseline statewide restrictions on non-residential Business activities, effective until further notice, the Governor's March 19, 2020 Executive Order N-33-20 directing California residents to follow the State Shelter Order, and the July 13, 2020 Order of the State Public Health Officer. The May 4, 2020 Executive Order issued by Governor Newsom and May 7, 2020 Order of the State Public Health Officer permit certain Businesses to reopen if a local health officer believes the conditions in that jurisdictions warrant it, but expressly acknowledge the authority of local health officers to establish and implement public health measures within their respective jurisdictions that are more restrictive than those implemented by the State Public Health Officer. Also on June 18, 2020 the State Department of Public Health issued guidance for the use of face coverings, requiring all people in the State to wear face coverings in certain high-risk situations, subject to limited exceptions.



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10. Obligation to Follow Stricter Requirements of Orders.

This Order adopts certain health and safety restrictions that are more stringent than those contained in the State Shelter Order. Without this tailored set of restrictions that further reduces the number of interactions between persons, scientific evidence indicates that the public health crisis in the County will worsen to the point at which it may overtake available health care resources within the County and increase the death rate. Where a conflict exists between this Order and any state public health order related to the COVID-19 pandemic, the most restrictive provision (i.e., the more protective of public health) controls. Consistent with California Health and Safety Code section 131080 and the Health Officer Practice Guide for Communicable Disease Control in California, except where the State Health Officer may issue an order expressly directed at this Order and based on a finding that a provision of this Order constitutes a menace to public health, any more restrictive measures in this Order continue to apply and control in this County. Also, to the extent any federal guidelines allow activities that are not allowed by this Order, this Order controls and those activities are not allowed.

11. Obligation to Follow Health Officer Directives and Mandatory State Guidance.

In addition to complying with all provisions of this Order, all individuals and entities, including all Businesses and governmental entities, must also follow any applicable directives issued by the County Health Officer (www.sfdph.org/directives) and any applicable “COVID-19 Industry Guidance” issued by the California Department of Public Health, available at <https://covid19.ca.gov/industry-guidance/>. To the extent that provisions in the directives of the County Health Officer and the guidance of the State Health Officer conflict, the more restrictive provisions (i.e., the more protective of public health) apply.

12. Enforcement.

Under Government Code sections 26602 and 41601 and Health and Safety Code section 101029, the Health Officer requests that the Sheriff and the Chief of Police in the County ensure compliance with and enforce this Order. The violation of any provision of this Order (including, without limitation, any Health Directives) constitutes an imminent threat and menace to public health, constitutes a public nuisance, and is punishable by fine, imprisonment, or both. The San Francisco Department of Public Health is authorized to respond to such public nuisances by issuing Notice(s) of Violation and ordering premises vacated and closed until the owner, tenant, or manager submits a written plan to eliminate all violations and the Department of Public Health finds that plan satisfactory. Such Notice(s) of



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Violation and orders to vacate and close may be issued based on a written report made by any City employees writing the report within the scope of their duty. The Department of Public Health must give notice of such orders to vacate and close to the Chief of Police or the Chief's designee to be executed and enforced by officers in the same manner as provided by San Francisco Health Code section 597.

13. Effective Date.

This Order becomes effective immediately upon its issuance and will continue, as updated, to be in effect until it is rescinded, superseded, or amended in writing by the Health Officer.

14. Relation to Other Orders of the San Francisco Health Officer.

Effective as of the effective date and time in Section 13 above, this Order revises and replaces Order Number C19-07l, issued October 27, 2020. This Order also extends Order Nos. C19-04 (imposing cleaning standards for residential hotels) and C19-11 (placing Laguna Honda Hospital and Rehabilitation Center under protective quarantine) without any further need to amend those orders, with those listed orders otherwise remaining in effect until the specific listed order or this Order is extended, rescinded, superseded, or amended in writing by the Health Officer. This Order does not prohibit amendment of those orders separately. This Order also does not alter the end date of any other Health Officer order or directive having its own end date or which continues indefinitely.

15. Copies.

The County must promptly provide copies of this Order as follows: (1) by posting on the Department of Public Health website (www.sfdph.org/healthorders); (2) by posting at City Hall, located at 1 Dr. Carlton B. Goodlett Pl., San Francisco, CA 94102; and (3) by providing to any member of the public requesting a copy. Also, the owner, manager, or operator of any facility that is likely to be impacted by this Order is strongly encouraged to post a copy of this Order onsite and to provide a copy to any member of the public asking for a copy.

16. Severability.

If any provision of this Order or its application to any person or circumstance is held to be invalid, the remainder of the Order, including the application of such part or provision to other persons or circumstances, shall not be affected and shall



**City and County of
San Francisco**

**Department of Public Health
Order of the Health Officer**

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continue in full force and effect. To this end, the provisions of this Order are severable.

IT IS SO ORDERED:

A handwritten signature in blue ink that reads "Tomás Aragón".

Tomás J. Aragón, MD, DrPH,
Health Officer of the
City and County of San Francisco

Dated: November 3, 2020

Attachments:

- Appendix A – Social Distancing Protocol for Businesses (revised November 3, 2020)
- Appendix B-1 – Small Construction Project Safety Protocol (revised November 3, 2020)
- Appendix B-2 – Large Construction Project Safety Protocol (revised November 3, 2020)
- Appendix C-1 – Additional Businesses (revised November 3, 2020, 2020)
- Appendix C-2 – Additional Activities (revised November 3, 2020, 2020)

Each business allowed to operate in San Francisco must complete, post onsite, and follow this Social Distancing Protocol checklist. The attached **Instructions and Requirements** detail what is required and how to complete this checklist.

Check off all items below that apply and list other required information.

Business name:

Contact name:

Facility Address:

Email / telephone:

(You may contact the person listed above with any questions or comments about this protocol.)

SIGNAGE & EDUCATION

- ☐ Post signage at each public entrance of the facility requiring of everyone:
 - (1) do not enter if experiencing COVID-19 symptoms. List the symptoms in the San Francisco COVID-19 Health Screening Form for non-personnel (**Attachment A-2**). The list of symptoms can also be found online at www.sfcddcp.org/covid19symptoms.
 - (2) maintain a minimum six-foot distance from others in line and in the facility;
 - (3) wear a face covering; and
 - (4) for self-brought bags, keep bags in a cart/basket or carry them and self-place items in bags after checkout
- ☐ Post a copy of this two-page Social Distancing Protocol checklist at each public entrance
- ☐ Post signage showing maximum number of patrons who can be in line and in the facility
- ☐ Educate Personnel about this Protocol and other COVID-19 related safety requirements

PROTECTIVE MEASURES

- ☐ Follow Sections 2.1 through 2.4 below, including:
 - ☐ Ensure Personnel stay home or leave work if they are sick or have any single symptom of COVID-19 that is new or not explained by another condition. See www.sfcddcp.org/covid19symptoms or the Personnel Screening Attachment (A-1).
 - ☐ Provide Personnel a copy of the Personnel Screening Attachment (A-1) to ensure they understand when to stay home and for how long. Generally speaking, Personnel with any single COVID-19 symptom that is new or not explained by another condition MUST have a negative COVID-19 test OR stay out of work for at least 10 days since symptoms started in order to return to work. Those who are close contacts of someone with COVID-19 must remain out of work for 14 days since their last close contact. Translated versions of the Personnel Screening Attachment (A-1) are available online at www.sfcddcp.org/screen.
 - ☐ Ensure Personnel review health criteria on the Personnel Screening Attachment (A-1) before each shift and advise Personnel what to do if they are required to stay home.
- ☐ Require Personnel and patrons to wear a face covering as required by Health Officer orders
- ☐ Implement a plan to keep site Personnel safe, including by limiting the number of Personnel and patrons onsite to a number that ensures physical distancing and favoring allowing Personnel to carry out their duties from home when possible
- ☐ Require that patrons cancel or reschedule appointments or reservations for non-essential services if they have COVID-19 symptoms or exposure, as described in San Francisco COVID-19 Screening Form (Attachment A-2). Ensure that patrons can cancel an appointment or reservation for COVID-19 symptoms or exposure without financial penalty. You may offer to reschedule for another time if the patron wants to reschedule instead of to cancel,

MEASURES TO PREVENT UNNECESSARY CONTACT

- ☐ Tell Personnel and patrons to maintain physical distancing of at least six feet, except Personnel may

momentarily come closer when necessary to accept payment, deliver goods or services, or as otherwise necessary

- ☐ Separate all used desks or individual work stations by at least six feet
- ☐ Place markings in patron line areas to ensure six feet physical distancing (inside and outside)
- ☐ Provide for contactless payment systems or, if not feasible, disinfect payment systems regularly. The Board of Supervisors has required businesses to accept cash—if cash is used encourage exact change.
- ☐ Maintain Plexiglas or other barriers between patrons and Personnel at point of payment (if not possible, then ensure at least six feet of distance)
- ☐ Limit the number of patrons in the business at any one time to: _____
- ☐ Separate ordering areas from delivery areas or similarly help distance patrons when possible
- ☐ Optional—Describe other measures:

SANITIZING MEASURES

- ☐ Regularly disinfect high touch areas, and do so continuously for surfaces patrons touch (countertops, payment systems, pens, and styluses)
- ☐ Provide disinfecting wipes that are effective against SARS-CoV-2 near shopping carts, shopping baskets, and high-touch surfaces and provide hand sanitizer
- ☐ Have Personnel disinfect carts and baskets after each use
- ☐ Provide hand sanitizer, sink with soap and water, and/or disinfecting wipes to patrons and Personnel at or near the entrance of the facility, at checkout counters, and anywhere else where people have direct interactions
- ☐ Disinfect break rooms, bathrooms, and other common areas frequently, on the following schedule:
 - ☐ Break rooms:
 - ☐ Bathrooms:
 - ☐ Other:
- ☐ Prevent people from self-serving any items that are food-related:
 - ☐ Provide lids and utensils for food items by Personnel, not for patrons to grab
 - ☐ Limit access to bulk-item food bins to Personnel—no self-service use
- ☐ Require patrons and Personnel to follow requirements of Section 3.25 below for self-brought bags, and prohibit patrons from bringing any other reusable items such as coffee mugs.
- ☐ Prohibit Personnel from using shared food prep equipment for their own use (e.g., microwaves, water coolers), but microwaves may be used if disinfected between each use and hand sanitizer is available nearby and water coolers may be used as outlined in Section 3.14 below.
- ☐ Optional—Describe other measures (e.g., providing senior-only hours):

INDUSTRY-SPECIFIC DIRECTIVES

- ☐ Ensure that you have read and implemented the attached list of requirements.
- ☐ In addition to complying with the Social Distancing Protocol, many businesses must comply with additional, industry-specific directives. Go to www.sfdph.org/directives and check to see if your business is subject to one or more additional directives. For each one, you must review the Health and Safety Plan (HSP) requirements and post an additional checklist for each one that applies. In the event that any directive changes the requirements of the Social Distancing Protocol, the more specific language of the directive controls, even if it is less restrictive. Check this box after you have checked the list of directives and posted any other required HSP.

* Any additional measures may be listed on separate pages and attached.

[You are not required to post these Instructions and Requirements]**Instructions:**

The two-page Social Distancing Protocol checklist above must reflect the business's completion of each requirement listed below unless an item is not applicable. Use the two-page checklist above to show compliance with these requirements. The business does not need to post these Instructions and Requirements, only the checklist above. The term "Personnel" is defined in Health Officer Order to which this Appendix is attached. The term "patron" includes customers, others seeking services, visitors, and guests.

Requirements:

In addition to the items below, this protocol requires the business to ensure that Personnel who perform work associated with the business are covered by the Social Distancing Protocol checklist and comply with those requirements. Each business is required to take certain steps in the protocol related to its Personnel, including the actions listed in Sections 2.1 through 2.4 below if Personnel are sick. Each business is prohibited from taking any adverse action against any Personnel for staying home in the circumstances listed in Sections 2.1 through 2.4 below. Personnel of each business are prohibited from coming to work if they are sick and must comply with the protocol, including the rules for returning to work listed in Sections 2.1 through 2.4 below.

1. Signage and Education

- 1.1. [Minor edits to this section 11/3/20] Post signage at each public entrance of the facility or location (if any) to inform all patrons that they must: not wait in line or enter the facility or location if they have a symptom of COVID-19 that is new or not explained by another condition, listing the symptoms from the Screening Form for non-personnel (Attachment A-2) or using the symptom list available online at www.sfcddcp.org/covid19symptoms; maintain a minimum six-foot distance from others while in line or in the facility or location; wear a face covering or barrier mask (a "Face Covering") at all times; not shake hands or engage in any unnecessary physical contact; and, if they bring their own reusable bags, leave the bags in a shopping cart/basket or carry them and bag their own items after checkout. Criteria for Face Coverings and the requirements related to their use are set forth in Health Officer Order No. C19-12, issued on April 17, 2020 (the "Face Covering Order"), including as that order is updated in the future. Sample signs are available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>. A list of common symptoms of COVID-19 can be found at <https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>.
- 1.2. Post a copy of the Social Distancing Protocol checklist at each public entrance to the facility or location.
- 1.3. Distribute to all Personnel copies of the Social Distancing Protocol checklist in hardcopy or electronic format.
- 1.4. Educate all Personnel on the requirements of the Social Distancing Protocol and any other Health Officer directive that applies.

2. Screening Requirements and Related Restrictions

[Entire section revised 9/14/20; minor edits made 11/3/20] Businesses and other entities in the City that are allowed to operate must screen all Personnel each day using the screening process described in Sections 2.1 through 2.4 below. Attached to this Appendix is the Personnel

Screening Attachment (**Attachment A-1**) which provides the questions that must be used for that purpose. That form may be used, or the business may adapt the questions and the information contained in that form for use through another method such as by phone, text message, email, web interface, or app.

Separately, many businesses and other entities that are allowed to operate are required by separate directives to screen guests, visitors, customers, or others using similar questions. Attached to this Appendix is the San Francisco COVID-19 Health Screening Form for non-personnel (**Attachment A-2**) that may be used for this purpose. If a directive requires use of the San Francisco COVID-19 Health Screening Form, then that form must be used or the business or entity may adapt the questions and the information contained in that form for use through another method such as by phone, text message, email, web interface, or app.

A copy of the applicable screening form should be provided to anyone on request, although a poster or other large-format version of the form may be used to review the questions with people verbally at entrances. Businesses and organizations can use the guidance available online at <https://www.sfgcdcp.org/wp-content/uploads/2020/05/COVID19-Screening-Questions-UPDATE-05.26.2020.pdf> for determining how best to conduct screening. The City has flyers, posters, fact sheets, and social media graphics available in multiple languages for use by the community. These resources include posters regarding use of Face Coverings and screening. These resources are available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>.

The screening requirements listed in this Appendix are subject to any more specific (or different) requirements that apply under any other Health Officer directive or order.

Personnel Screening and Restrictions:

- 2.1. Instruct all Personnel orally and in writing not to come to work or the facility if they are sick or have any single symptom of COVID-19 that is new or not explained by another condition. See www.sfgcdcp.org/covid19symptoms or Personnel Screening Attachment (A-1).
- 2.2. Provide a copy of the Personnel Screening Attachment (**Attachment A-1**) to all Personnel who regularly work at the facility or location in hardcopy format or electronically. PDF and translated versions of the Personnel Screening Attachment can be found at www.sfgcdcp.org/screen. If the Personnel Screening Attachment is updated, provide an updated copy to all Personnel. Instead of sending out the attachment, Businesses may adopt the questions and information contained on the Personnel Screening Attachment and ask Personnel those questions and deliver the information through another format.
- 2.3. Review the criteria listed in Part 1 of the Personnel Screening Attachment on a daily basis with all Personnel in the City who work at the facility or location before each person enters work spaces or begins a shift. If such a review is not feasible because the business does not directly interact with some Personnel onsite daily, then that business must for those Personnel (1) instruct such Personnel to review the criteria before each shift in the City and (2) have such Personnel report to the business that they are okay to begin the shift such as through an app, website, or phone call.

Instruct any Personnel who answered yes to any question in Part 1 of the Personnel Screening Attachment to return home or not come to work and follow the directions on the Attachment. Generally speaking, Personnel with any single COVID-19 symptom that is new or not explained by another condition MUST have a negative COVID-19 test OR stay out of work for at least 10 days since symptoms started in order to return to work. Those who are

close contacts of someone with COVID-19 must remain out of work for 14 days since their last close contact.

- 2.4.** Instruct Personnel who stayed home or who went home based on the criteria listed on the Personnel Screening Attachment that they must follow the criteria as well as any applicable requirements from the quarantine and isolation directives (available at www.sfdph.org/healthorders) before returning to work. If they are required to self-quarantine or self-isolate, they may only return to work after they have completed self-quarantine or self-isolation. If they test negative for the virus (no virus found), they may only return to work if they meet the criteria explained on the Personnel Screening Attachment: www.sfcddcp.org/screen. Personnel are not required to provide a medical clearance letter to return to work as long as they have met the requirements outlined on the Personnel Screening Attachment. Additional information about isolation and quarantine, including translations, is available online at www.sfcddcp.org/i&q.

Guest, Visitor, Customer, and Other People Screening and Restrictions:

- 2.5.** Health Officer directives may require screening of guests, visitors, customers, and others using the San Francisco COVID-19 Health Screening Form for non-personnel (**Attachment A-2**). In general, anyone who answers “yes” to any screening question on the San Francisco COVID-19 Health Screening Form should not enter the business or facility because they are at risk of having the virus that causes COVID-19. The form lists steps that should be taken by anyone who answers “yes” to a screening question. In some instances, a Health Officer directive will require that anyone who answers “yes” to be prevented from entry. In other situations, the Department of Public Health discourages organizations from denying essential services to those who may answer “yes” to any of the questions and encourages organizations to find alternative means to meet clients’ needs that would not require them to enter the facility.

3. Other Personnel and Patron Protection and Sanitation Requirements:

- 3.1.** Businesses must periodically check the following website for any testing requirements for employers and businesses: www.sfcddcp.org/covid19. If requirements are added, ensure that the business and all Personnel comply with testing requirements.
- 3.2.** If an aspect of the business is allowed to operate and is covered by a Health Officer directive, then the business must comply with all applicable directives as well as this Social Distancing Protocol. Copies of other directives are available online at www.sfdph.org/directives. For each directive that applies, review the Health and Safety Plan (HSP) requirements and post an additional HSP checklist for each one that applies. In the event that any directive changes the requirements of the Social Distancing Protocol, the more specific language of the directive controls, even if it is less restrictive.
- 3.3.** Instruct all Personnel and patrons to maintain at least a six-foot distance from others, including when in line and when shopping or collecting goods on behalf of patrons, except when momentarily necessary to facilitate or accept payment and hand off items or deliver goods. Note that if the business cannot ensure maintenance of a six-foot distance within the location or facility between Personnel or other people onsite, such as by moving work stations or spreading Personnel out, it must reduce the number of Personnel permitted in the location or facility accordingly.
- 3.4.** Provide Face Coverings for all Personnel, with instructions that they must wear Face Coverings at all times when at work, as further set forth in the Face Covering Order. A

sample sign is available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>. Allow Personnel to bring their own Face Covering if they bring one that has been cleaned before the shift. In general, people should have multiple Face Coverings (whether reusable or disposable) to ensure they use a clean one each day. The Face Covering Order permits certain exceptions, and the business should be aware of exceptions that allow a person not to wear a Face Covering (for example, children 12 years old or younger or based on a written medical excuse). When Personnel do not wear a Face Covering because of an exception, take steps to otherwise increase safety for all.

- 3.5. If patrons wait in line outside or inside any facility or location operated by the business, require patrons to wear a Face Covering while waiting in line outside or inside the facility or location. This includes taking steps to notify patrons they will not be served if they are in line without a Face Covering and refusing to serve a patron without a Face Covering, as further provided in the Face Covering Order. The business may provide a clean Face Covering to patrons while in line. For clarity, the transaction or service must be aborted if the patron is not wearing a Face Covering. But the business must permit a patron who is excused by the Face Covering Order from wearing a Face Covering to conduct their transaction or obtain service, including by taking steps that can otherwise increase safety for all.
- 3.6. Provide a sink with soap, water, and paper towels for handwashing for all Personnel working onsite at the facility or location and for patrons if sinks and restrooms are open to patrons. Require that all Personnel wash hands at least at the start and end of each shift, after sneezing, coughing, eating, drinking, smoking (to the extent smoking is allowed by law and the business), or using the restroom, when changing tasks, and, when possible, frequently during each shift. Personnel who work off-site, such as driving or delivering goods, must be required to use hand sanitizer throughout their shift.
- 3.7. Provide hand sanitizer effective against SARS-CoV-2, the virus that causes COVID-19, at appropriate locations for patrons and elsewhere at the facility or location for Personnel. Sanitizer must also be provided to Personnel who shop, deliver, or drive for use when they are shopping, delivering, or driving. If sanitizer cannot be obtained, a handwashing station with soap, water, and paper towels will suffice for Personnel who are on-site at the facility or location. But for Personnel who shop, deliver, or drive in relation to their work, the business must provide hand sanitizer effective against SARS-CoV-2 at all times; for any period during which the business does not provide sanitizer to such shopping, delivery, or driving Personnel, the business is not allowed for that aspect of its service to operate in the City. Information on hand sanitizer, including sanitizer effective against SARS-CoV-2 and how to obtain sanitizer, is available online from the Food and Drug Administration here: <https://www.fda.gov/drugs/information-drug-class/ga-consumers-hand-sanitizers-and-covid-19>.
- 3.8. Provide disinfectant and related supplies to Personnel and require Personnel to sanitize all high-touch surfaces under their control, including but not limited to: shopping carts and baskets used by Personnel and patrons; countertops, food/item display cases, refrigerator and freezer case doors, drawers with tools or hardware, and check-out areas; cash registers, payment equipment, and self-check-out kiosks; door handles; tools and equipment used by Personnel during a shift; and any inventory-tracking or delivery-tracking equipment or devices which require handling throughout a work shift. These items should be routinely disinfected during the course of the day, including as required below. A list of products listed by the United States Environmental Protection Agency as meeting criteria for use against SARS-CoV-2 can be found online here: <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>.

- 3.9.** Ensure that all shared devices and equipment are cleaned and/or sanitized by Personnel on frequent schedules, not less than at the beginning and end of each Personnel member's work shift and during the shift.
- 3.10.** Direct all Personnel to avoid touching unsanitized surfaces that may be frequently touched, such as door handles, tools, or credit cards, unless protective equipment such as gloves (provided by the business) are used and discarded after each use or hand sanitizer is used after each interaction.
- 3.11.** Frequently disinfect any break rooms, bathrooms, and other common areas. Create and use a daily checklist to document each time disinfection of these rooms or areas occurs. Conspicuously post the checklist inside each respective break room, bathroom, or other common area clearly detailing the dates and times the room was last cleaned, disinfected, or restocked.
- 3.12.** For any facility or location that has carts, baskets, or other equipment for use by Personnel, assign Personnel to disinfect carts, baskets, or other equipment after each use and take steps to prevent anyone from grabbing used carts, baskets, or other equipment before disinfection.
- 3.13.** Establish adequate time in the work day to allow for proper cleaning and decontamination throughout the facility or location by Personnel including, but not limited to, before closing for the day and opening in the morning.
- 3.14.** [Revised 8/14/20] Except as listed in this Section 3.14, suspend use of any microwaves, water coolers, drinking fountains, and other similar group equipment for breaks until further notice. Microwaves may be used if disinfected by wiping the interior and exterior with an approved disinfectant after each use. Water coolers may be used if: i) touch surfaces are wiped down with an approved disinfectant after each use; and ii) any person changing a container-type water cooler must wash their hands or use hand sanitizer immediately prior to handling/replacing the water container.
- 3.15.** When possible, provide a barrier between the patron and the cashier such as a plexi-glass temporary barrier. When not possible, create sufficient space to enable the patron to stand more than six feet away from the cashier while items are being scanned/tallied and bagged.
- 3.16.** Provide for contactless payment systems or, if not feasible, sanitize payment systems, including touch screens, payment portals, pens, and styluses, after each patron use. Patrons may pay with cash but to further limit person-to-person contact, Personnel should encourage patrons to use credit, debit, or gift cards for payment.
- 3.17.** For any larger facility or location, appoint a designated sanitation worker at all times to continuously clean and sanitize commonly touched surfaces and meet the environmental cleaning guidelines set by the Center for Disease Control and Prevention.
- 3.18.** If an employee or other Personnel tests positive for COVID-19 or SARS-CoV-2, follow the guidance on "Business guidance if a staff member tests positive for COVID-19," available at <https://sf.gov/business-guidance-if-staff-member-tests-positive-covid-19>.
- 3.19.** Post signs to advise patrons of the maximum line capacity to ensure that the maximum number of patrons in line is not exceeded. Once the maximum number of patrons is reached, patrons should be advised to return later to prevent buildup of congestion in the line.

- 3.20.** Place tape or other markings on the sidewalk or floor at least six feet apart in patron line areas with signs directing patrons to use the markings to maintain distance.
- 3.21.** When stocking shelves, if any, ensure that Personnel wash or sanitize hands before placing items on shelves, making sure to again wash or sanitize hands if they become contaminated by touching face or hair or being exposed to other soiled surfaces.
- 3.22.** Ensure that all Personnel who select items on behalf of patrons wear a Face Covering when selecting, packing, and/or delivering items.
- 3.23.** Require Personnel to wash hands frequently, including:
- When entering any kitchen or food preparation area
 - Before starting food preparation or handling
 - After touching their face, hair, or other areas of the body
 - After using the restroom
 - After coughing, sneezing, using a tissue, smoking, eating, or drinking
 - Before putting on gloves
 - After engaging in other activities that may contaminate the hands
- 3.24.** Assign Personnel to keep soap and paper towels stocked at sinks and handwashing stations at least every hour and to replenish other sanitizing products.
- 3.25.** [Added 7/13/20] If patrons bring their own reusable shopping bags, ensure that such bags, even in contexts other than grocery stores, are handled in a manner consistent with Cal/OSHA requirements available at <https://www.dir.ca.gov/dosh/Coronavirus/COVID-19-Infection-Prevention-in-Grocery-Stores.pdf>, including all of the following:
- Post signs at all entrances with infection control information to patrons, including requiring patrons to leave their own bags in the shopping cart or basket or carry them and bag their own items after checkout;
 - Ensure that Personnel do not touch the bags or place items in them;
 - Bags must not be placed on a conveyor belt, checkout area countertop, or other surface where patrons are served;
 - Ensure that patrons bag their own items if they bring their own bags;
 - Bags may not be loaded on the checkout area surface. Items can be left in a cart/basket and bagged elsewhere by the patron after checkout;
 - Ensure that patrons maintain physical distancing while bagging their items; and
 - Increase the frequency of disinfection in bagging areas and patron service areas frequented by patrons.
- 3.26.** [Added 7/13/20; updated 11/3/20] If a patron has symptoms of COVID-19 (see Section 1.1 above) or is otherwise unable to participate in an appointment or reservation for a COVID-19 related reason, the business must cancel the appointment or reservation if it is not for essential services (such as food, medicine, shelter, or social services) and allow the patron to cancel without any financial penalty. The business may offer to reschedule the appointment or reservation but cannot require rescheduling instead of allowing the patron to cancel. In the

healthcare context, more specific Health Officer directives may allow appointments when a patient or client is ill, and the requirements of the directive must be followed in that situation.

Note – Sections 3.14 and 3.26 control over any contrary language in Health Officer Directive Nos. 2020-05, 2020-06, and 2020-07 until each of them is amended or updated.

ATTACHMENT A-1: Personnel Screening Form
(November 2, 2020)

Any business or entity that is allowed to operate in San Francisco during the COVID-19 pandemic **MUST** screen Personnel with the questions below on a daily basis as part of its Social Distancing Protocol compliance and provide this information to Personnel. Go to www.sfgcdcp.org/screen for more information or a copy of this form. Do not use this form to screen customers, visitors, or guests. The screening form for Non-Personnel is available at www.sfgcdcp.org/screen. Health Officer orders or directives may provide additional screening requirements.

PART 1 – You must answer the following questions before starting your work every day that you work.

You may be required to provide the answers in person or via phone or other electronic means to the Business before the start of each shift. If any answers change while you are at work, notify the Business by phone and leave the workplace.

<p>1. In the last 10 days, have you been diagnosed with COVID-19 or had a test confirming you have the virus?</p>		
<p>2. In the past 14 days, have you had “Close Contact” with someone who was diagnosed with COVID-19 or had a test confirming they have the virus while they were contagious[†]?</p> <p style="margin-left: 20px;">[†] “Close Contact” means you had any of the following types of contact with the person with COVID-19 (regardless of whether you or the person with COVID-19 were masked) while they were contagious[‡]:</p> <table style="width: 100%; border: none;"><tr><td style="vertical-align: top; width: 50%;"><ul style="list-style-type: none">• Were within 6 feet of them for a total of 15 minutes or more in a 24 hour period• Lived or stayed overnight with them• Were their intimate sex partner, including only kissing</td><td style="vertical-align: top; width: 50%;"><ul style="list-style-type: none">• Took care of them or they took care of you• Had direct contact with their body fluids or secretions (e.g., they coughed or sneezed on you or you shared eating or drinking utensils with them)</td></tr></table> <p style="margin-left: 20px;">[‡] Contagious Period: People with COVID-19 are considered contagious starting 48 hours before their symptoms began until 1) at least 10 days have passed since their symptoms began, 2) they haven’t had a fever for at least 24 hours AND 3) their symptom have improved. If the person with COVID-19 never had symptoms, they are considered contagious starting 48 hours before their positive COVID-19 test was collected until 10 days after they were tested.</p>	<ul style="list-style-type: none">• Were within 6 feet of them for a total of 15 minutes or more in a 24 hour period• Lived or stayed overnight with them• Were their intimate sex partner, including only kissing	<ul style="list-style-type: none">• Took care of them or they took care of you• Had direct contact with their body fluids or secretions (e.g., they coughed or sneezed on you or you shared eating or drinking utensils with them)
<ul style="list-style-type: none">• Were within 6 feet of them for a total of 15 minutes or more in a 24 hour period• Lived or stayed overnight with them• Were their intimate sex partner, including only kissing	<ul style="list-style-type: none">• Took care of them or they took care of you• Had direct contact with their body fluids or secretions (e.g., they coughed or sneezed on you or you shared eating or drinking utensils with them)	
<p>3. In the past 24 hours, including today, have you had one or more of these symptoms that is <u>new or not explained by another condition</u>?</p> <table style="width: 100%; border: none;"><tr><td style="vertical-align: top; width: 50%;"><ul style="list-style-type: none">• Fever (100.4°F/38.0°C or greater), chills, repeated shaking/shivering• Cough• Sore throat• Shortness of breath, difficulty breathing• Feeling unusually weak or fatigued</td><td style="vertical-align: top; width: 50%;"><ul style="list-style-type: none">• Loss of taste or smell• Muscle or body aches• Headache• Runny or congested nose• Diarrhea• Nausea or vomiting</td></tr></table>	<ul style="list-style-type: none">• Fever (100.4°F/38.0°C or greater), chills, repeated shaking/shivering• Cough• Sore throat• Shortness of breath, difficulty breathing• Feeling unusually weak or fatigued	<ul style="list-style-type: none">• Loss of taste or smell• Muscle or body aches• Headache• Runny or congested nose• Diarrhea• Nausea or vomiting
<ul style="list-style-type: none">• Fever (100.4°F/38.0°C or greater), chills, repeated shaking/shivering• Cough• Sore throat• Shortness of breath, difficulty breathing• Feeling unusually weak or fatigued	<ul style="list-style-type: none">• Loss of taste or smell• Muscle or body aches• Headache• Runny or congested nose• Diarrhea• Nausea or vomiting	

If you answer “YES” to ANY of these 3 questions, do not enter any business or facility and follow the steps listed in Part 2 below.

PART 2 –

- If you answered **YES to Question 1 or Question 2. DO NOT GO TO WORK.** And:
 - **Follow Isolation/Quarantine Steps** at: www.sfgcdcp.org/Home-Isolation-Quarantine-Guidelines
You **MUST** follow these isolation/quarantine rules, as **mandated** by the Health Directive No 2020-03c/02c.
 - Do not return to work until the Isolation or Quarantine Steps tell you it is safe to return!
- If you answered **YES to Question 3:** You may have COVID-19 and **must be tested for the virus** before returning to work. Without a test, the Business must treat you as being positive for COVID-19 and require you to stay out of work for at least **10** calendar days. To return to work sooner and protect others, **follow these steps:**
 1. **GET TESTED!** If you have insurance, contact your healthcare provider to get tested for COVID-19. If you do not have insurance, you can sign up for free testing at CityTestSF (<https://sf.gov/citytestsfsf>). If you live outside the City, check with the county where you live, get tested by your usual healthcare provider, or use CityTestSF.
 2. Wait for your results at home and follow the instructions at www.sfgcdcp.org/Home-Isolation-Quarantine-Guidelines to determine next steps. Only return to work when those guidelines say it is safe.

Your health on the job is important! To report a violation of San Francisco COVID-19 health orders and directives (www.sfdph.org/healthorders), including requirements to screen and exclude sick personnel from work as well as social distancing and facial covering requirements, call: 311 or 415-701-2311 (English) or 415-701-2322 (Español, 中文, TTY). You can request for your identity to remain confidential.

ATTACHMENT A-2: San Francisco COVID-19 Health Screening Form for Non-Personnel
(November 2, 2020)

This handout is for screening clients, visitors and other non-personnel before letting them enter a location or business. **SFDPH discourages anyone from denying core essential services (such as food, medicine, shelter, or social services) to those who answer “yes” to any of the questions below and encourages people to find alternative means to meet clients’ needs that would not require them to enter the location.** Health Officer Directives may provide additional requirements regarding screening in a specific context. *This form, a screening form for personnel, and additional guidance on screening are available at www.sfgcdcp.org/screen*

PART 1 – Please answer the following questions before entering this location.

1. In the last 10 days, have you been diagnosed with COVID-19 or had a test confirming you have the virus?
2. In the past 14 days, have you had “ Close Contact ” with someone who was diagnosed with COVID-19 or had a test confirming they have the virus while they were contagious [†] ? † “Close Contact” means you had any of the following types of contact with the person with COVID-19 (regardless of whether you or the person with COVID-19 were masked) while they were contagious [‡] : <ul style="list-style-type: none">• Were within 6 feet of them for a total of 15 minutes or more in a 24 hour period• Lived or stayed overnight with them• Were their intimate sex partner, including only kissing• Took care of them or they took care of you• Had direct contact with their body fluids or secretions (e.g., they coughed or sneezed on you or you shared eating or drinking utensils with them) ‡ Contagious Period: People with COVID-19 are considered contagious starting 48 hours before their symptoms began until 1) at least 10 days have passed since their symptoms began, 2) they haven’t had a fever for at least 24 hours AND 3) their symptoms have improved. If the person with COVID-19 never had symptoms, they are considered contagious starting 48 hours before their positive COVID-19 test was collected until 10 days after they were tested.
3. In the past 24 hours, including today, have you had one or more of these symptoms that is <u>new or not explained by another condition</u> ? <ul style="list-style-type: none">• Fever (100.4°F/38.0°C or greater), chills, repeated shaking/shivering• Cough• Sore throat• Shortness of breath, difficulty breathing• Feeling unusually weak or fatigued*• Loss of taste or smell• Muscle or body aches*• Headache• Runny or congested nose*• Diarrhea• Nausea or vomiting * Children and youth under 18 years old do not need to be screened for these symptoms.

If you answer “YES” to ANY of these 3 questions, do not enter the location. Follow the steps listed in Part 2 below. If you are seeking core essential services (such as food, medicine, shelter, or social services), work with the organization to determine how you can receive services these services without entering the building.

PART 2

- If you answered **YES to Question 1 or Question 2:**
 - **Follow Isolation/Quarantine Steps** at: www.sfgcdcp.org/Home-Isolation-Quarantine-Guidelines
You **MUST** follow these isolation/quarantine rules, as **mandated** by Health Directive No 2020-03c/02c.
 - Do not leave your home to the extent possible until the Isolation/Quarantine Steps tell you it is safe to do so!
 - If you need help with essential services like food, housing, or other needs while you are isolating or quarantining, call 3-1-1.
- If you answered **YES to Question 3:** You may have COVID-19 and to keep others safe, you should isolate until you know whether you have COVID-19. **Follow these steps:**
 1. Follow the instructions at: www.sfgcdcp.org/Home-Isolation-Quarantine-Guidelines
 2. **GET TESTED!** If you have insurance, contact your healthcare provider to get tested for COVID-19. If you do not have insurance, you can sign up for free testing at CityTestSF (<https://sf.gov/citytestsfsf>).
 - Follow the instructions in www.sfgcdcp.org/Home-Isolation-Quarantine-Guidelines to determine next steps depending on your test result.

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Small Construction Project Safety Protocol (revised November 3, 2020)

1. Any construction project meeting any of the following specifications is subject to this Small Construction Project Safety Protocol (“SCP Protocol”), including public works projects unless otherwise specified by the Health Officer:
 - a. For residential projects, any single-family, multi-family, senior, student, or other residential construction, renovation, or remodel project consisting of 10 units or fewer. This SCP Protocol does not apply to construction projects where a person is performing construction on their current residence either alone or solely with members of their own household.
 - b. For commercial projects, any construction, renovation, or tenant improvement project consisting of 20,000 square feet of floor area or less.
 - c. For mixed-use projects, any project that meets both of the specifications in subsections 1.a and 1.b.
 - d. All other construction projects not subject to the Large Construction Project Safety Protocol set forth in Appendix B-2.
2. The following restrictions and requirements must be in place at all construction job sites subject to this SCP Protocol:
 - a. Comply with all applicable and current laws and regulations including but not limited to OSHA and Cal-OSHA. If there is any conflict, difference, or discrepancy between or among applicable laws and regulations and/or this SCP Protocol, the stricter standard shall apply.
 - b. Designate a site-specific COVID-19 supervisor or supervisors to enforce this guidance. A designated COVID-19 supervisor must be present on the construction site at all times during construction activities. A COVID-19 supervisor may be an on-site worker who is designated to serve in this role.
 - c. The COVID-19 supervisor must review this SCP Protocol with all workers and visitors to the construction site.
 - d. Establish a daily screening protocol for arriving staff to ensure that potentially infected staff do not enter the construction site. If workers leave the jobsite and return the same day, establish a cleaning and decontamination protocol prior to entry and exit of the jobsite. Post the daily screening protocol at all entrances and exits to the jobsite. More information on screening can be found online at: <https://www.cdc.gov/coronavirus/2019-ncov/community/index.html>.
 - e. Practice social distancing by maintaining a minimum six-foot distance between workers at all times, except as strictly necessary to carry out a task associated with the construction project.

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- f. In the event of a confirmed case of COVID-19 at any jobsite, the following must take place:
- i. Immediately remove the infected individual from the jobsite with directions to seek medical care.
 - ii. Decontaminate and sanitize all surfaces at each location at which the infected worker was present. Provide those performing the decontamination and sanitization work with medical-grade PPE, ensure the workers are trained in proper use of the PPE, require the workers to use the provided PPE, and prohibit any sharing of the PPE. Prohibit anyone from entering the possibly contaminated area, except those performing decontamination and sanitization work. Cease all work in these locations until decontamination and sanitization is complete.
 - iii. Each subcontractor, upon learning that one of its employees is infected, must notify the General Contractor immediately, if you have one, and provide all of the information specified below. The General Contractor or other appropriate supervisor must notify the County Public Health Department Communicable Disease Control (CD Control) at 628-217-6100 immediately of every project site worker found to have a confirmed case of COVID-19, and provide all the information specified below. Follow all directives and complete any additional requirements by County health officials, including full compliance with any tracing efforts by the County.
- Information to be reported to CD Control regarding the jobsite:
 - 1) Address of jobsite;
 - 2) Name of project, if any;
 - 3) Name of General Contractor; and
 - 4) General Contractor point of contact, role, phone number and email.
 - Information to be reported to CD Control regarding the COVID-19 case(s):
 - 5) First and last name;
 - 6) Date of birth;
 - 7) Phone;
 - 8) Date tested positive;
 - 9) Date last worked;
 - 10) City of residence; and
 - 11) If the case is an employee of a subcontractor, please provide the following information:
 - Subcontractor;
 - Subcontractor contact name;
 - Subcontractor contact phone; and
 - Subcontractor contact email.
 - Information to be reported to CD Control regarding Close Contacts. For each reported case(s) above, please provide the following information (if you are

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reporting more than one positive case, please include the name of the positive case for each close contact):

- 1) Close contact's first and last name;
- 2) Phone;
- 3) City of residence; and
- 4) Positive case name.

A "Close Contact" in the workplace is anyone who meets either of the following criteria:

- Was within 6 feet of a person with COVID-19 for a period of time that adds up to at least 15 minutes in 24 hours, masked or unmasked, when that person was contagious. People with COVID-19 are considered contagious starting 48 hours before their symptoms began until 1) they haven't had a fever for at least 24 hours, 2) their symptoms have improved, AND 3) at least 10 days have passed since their symptoms began. If the person with COVID-19 never had symptoms, then they are considered contagious starting 48 hours before their test that confirmed they have COVID-19 until 10 days after the date of that test.

OR

- Had direct contact for any amount of time with the body fluids and/or secretions of the Person With COVID-19 (for example, was coughed or sneezed on, shared utensils with, or was provided care or provided care for them without wearing a mask, gown, and gloves).

Close contacts are high risk exposures and need to quarantine for a full 14 days due to the 14 day incubation period of the virus. Even if a close contact tests negative within 14 days of their last exposure to the case, they must continue quarantining the full 14 day period to prevent transmission of the virus.

- g. Where construction work occurs within an occupied residential unit, separate work areas must be sealed off from the remainder of the unit with physical barriers such as plastic sheeting or closed doors sealed with tape to the extent feasible. If possible, workers must access the work area from an alternative entry/exit door to the entry/exit door used by residents. Available windows and exhaust fans must be used to ventilate the work area. If residents have access to the work area between workdays, the work area must be cleaned and sanitized at the beginning and at the end of workdays. Every effort must be taken to minimize contact between workers and residents, including maintaining a minimum of six feet of social distancing at all times.
- h. Where construction work occurs within common areas of an occupied residential or commercial building or a mixed-use building in use by on-site employees or residents,

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separate work areas must be sealed off from the rest of the common areas with physical barriers such as plastic sheeting or closed doors sealed with tape to the extent feasible. If possible, workers must access the work area from an alternative building entry/exit door to the building entry/exit door used by residents or other users of the building. Every effort must be taken to minimize contact between worker and building residents and users, including maintaining a minimum of six feet of social distancing at all times.

- i. Prohibit gatherings of any size on the jobsite, including gatherings for breaks or eating, except for meetings regarding compliance with this protocol or as strictly necessary to carry out a task associated with the construction project.
- j. Cal-OSHA requires employers to provide water, which should be provided in single-serve containers. Sharing of any of any food or beverage is strictly prohibited and if sharing is observed, the worker must be sent home for the day.
- k. Provide personal protective equipment (PPE) specifically for use in construction, including gloves, goggles, face shields, and face coverings as appropriate for the activity being performed. At no time may a contractor secure or use medical-grade PPE unless required due to the medical nature of a jobsite. Face coverings must be worn in compliance with Health Officer Order No. C19-12c, issued July 22, 2020, or any subsequently issued or amended order.
- l. Prohibit use of microwaves, water coolers, and other similar shared equipment except as allowed by the Social Distancing Protocol (Appendix A).
- m. Strictly control “choke points” and “high-risk areas” where workers are unable to maintain six-foot social distancing and prohibit or limit use to ensure that six-foot distance can easily be maintained between individuals.
- n. Minimize interactions and maintain social distancing with all site visitors, including delivery workers, design professional and other project consultants, government agency representatives, including building and fire inspectors, and residents at residential construction sites.
- o. Stagger trades as necessary to reduce density and allow for easy maintenance of minimum six-foot separation.
- p. Discourage workers from using others’ desks, work tools, and equipment. If more than one worker uses these items, the items must be cleaned and disinfected with disinfectants that are effective against COVID-19 in between use by each new worker. Prohibit sharing of PPE.
- q. If hand washing facilities are not available at the jobsite, place portable wash stations or hand sanitizers that are effective against COVID-19 at entrances to the jobsite and in multiple locations dispersed throughout the jobsite as warranted.

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- r. Clean and sanitize any hand washing facilities, portable wash stations, jobsite restroom areas, or other enclosed spaces daily with disinfectants that are effective against COVID-19. Frequently clean and disinfect all high touch areas, including entry and exit areas, high traffic areas, rest rooms, hand washing areas, high touch surfaces, tools, and equipment
- s. Maintain a daily attendance log of all workers and visitors that includes contact information, including name, phone number, address, and email.
- t. Post a notice in an area visible to all workers and visitors instructing workers and visitors to do the following:
 - i. Do not touch your face with unwashed hands or with gloves.
 - ii. Frequently wash your hands with soap and water for at least 20 seconds or use hand sanitizer with at least 60% alcohol.
 - iii. Clean and disinfect frequently touched objects and surfaces such as work stations, keyboards, telephones, handrails, machines, shared tools, elevator control buttons, and doorknobs.
 - iv. Cover your mouth and nose when coughing or sneezing, or cough or sneeze into the crook of your arm at your elbow/sleeve.
 - v. Do not enter the jobsite if you have a fever, cough, or other COVID-19 symptoms. If you feel sick, or have been exposed to anyone who is sick, stay at home.
 - vi. Constantly observe your work distances in relation to other staff. Maintain the recommended minimum six feet at all times when not wearing the necessary PPE for working in close proximity to another person.
 - vii. Do not carpool to and from the jobsite with anyone except members of your own household unit, or as necessary for workers who have no alternative means of transportation.
 - viii. Do not share phones or PPE.
- u. The notice in Section 2.t must be translated as necessary to ensure that all non-English speaking workers are able to understand the notice.

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Large Construction Project Safety Protocol (revised November 3, 2020)

1. Any construction project meeting any of the following specifications is subject to this Large Construction Project Safety Protocol (“LCP Protocol”), including public works projects unless otherwise specified by the Health Officer:
 - a. For residential construction projects, any single-family, multi-family, senior, student, or other residential construction, renovation, or remodel project consisting of more than 10 units.
 - b. For commercial construction projects, any construction, renovation, or tenant improvement project consisting of more than 20,000 square feet of floor area.
 - c. For construction of Essential Infrastructure, as defined in Section 8.1 of the Order, any project that requires twenty or more workers at the jobsite at any one time.
2. The following restrictions and requirements must be in place at all construction job sites subject to this LCP Protocol:
 - a. Comply with all applicable and current laws and regulations including but not limited to OSHA and Cal-OSHA. If there is any conflict, difference or discrepancy between or among applicable laws and regulations and/or this LCP Protocol, the stricter standard will apply.
 - b. Prepare a new or updated Site-Specific Health and Safety Plan to address COVID-19-related issues, post the Plan on-site at all entrances and exits, and produce a copy of the Plan to County governmental authorities upon request. The Plan must be translated as necessary to ensure that all non-English speaking workers are able to understand the Plan.
 - c. Provide personal protective equipment (PPE) specifically for use in construction, including gloves, goggles, face shields, and face coverings as appropriate for the activity being performed. At no time may a contractor secure or use medical-grade PPE, unless required due to the medical nature of a job site. Face Coverings must be worn in compliance with Health Officer Order No. C19-12c, issued July 22, 2020, or any subsequently issued or amended order.
 - d. Ensure that employees are trained in the use of PPE. Maintain and make available a log of all PPE training provided to employees and monitor all employees to ensure proper use of the PPE.
 - e. Prohibit sharing of PPE.
 - f. Implement social distancing requirements including, at minimum:

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- i. Stagger stop- and start-times for shift schedules to reduce the quantity of workers at the jobsite at any one time to the extent feasible.
- ii. Stagger trade-specific work to minimize the quantity of workers at the jobsite at any one time.
- iii. Require social distancing by maintaining a minimum six-foot distance between workers at all times, except as strictly necessary to carry out a task associated with the project.
- iv. Prohibit gatherings of any size on the jobsite, except for safety meetings or as strictly necessary to carry out a task associated with the project.
- v. Strictly control “choke points” and “high-risk areas” where workers are unable to maintain minimum six-foot social distancing and prohibit or limit use to ensure that minimum six-foot distancing can easily be maintained between workers.
- vi. Minimize interactions and maintain social distancing with all site visitors, including delivery workers, design professional and other project consultants, government agency representatives, including building and fire inspectors, and residents at residential construction sites.
- vii. Prohibit workers from using others’ phones or desks. Any work tools or equipment that must be used by more than one worker must be cleaned with disinfectants that are effective against COVID-19 before use by a new worker.
- viii. Place wash stations or hand sanitizers that are effective against COVID-19 at entrances to the jobsite and in multiple locations dispersed throughout the jobsite as warranted.
- ix. Maintain a daily attendance log of all workers and visitors that includes contact information, including name, address, phone number, and email.
- x. Post a notice in an area visible to all workers and visitors instructing workers and visitors to do the following:
 1. Do not touch your face with unwashed hands or with gloves.
 2. Frequently wash your hands with soap and water for at least 20 seconds or use hand sanitizer with at least 60% alcohol.
 3. Clean and disinfect frequently touched objects and surfaces such as workstations, keyboards, telephones, handrails, machines, shared tools, elevator control buttons, and doorknobs.
 4. Cover your mouth and nose when coughing or sneezing or cough or sneeze into the crook of your arm at your elbow/sleeve.
 5. Do not enter the jobsite if you have a fever, cough, or other COVID-19 symptoms. If you feel sick, or have been exposed to anyone who is sick, stay at home.
 6. Constantly observe your work distances in relation to other staff. Maintain the recommended minimum six-feet distancing at all times when not wearing the necessary PPE for working in close proximity to another person.
 7. Do not share phones or PPE.

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- xi. The notice in section 2.f.x must be translated as necessary to ensure that all non-English speaking workers are able to understand the notice.
- g. Implement cleaning and sanitization practices in accordance with the following:
 - i. Frequently clean and sanitize, in accordance with CDC guidelines, all high-traffic and high-touch areas including, at a minimum: meeting areas, jobsite lunch and break areas, entrances and exits to the jobsite, jobsite trailers, hand-washing areas, tools, equipment, jobsite restroom areas, stairs, elevators, and lifts.
 - ii. Establish a cleaning and decontamination protocol prior to entry and exit of the jobsite and post the protocol at entrances and exits of jobsite.
 - iii. Supply all personnel performing cleaning and sanitization with proper PPE to prevent them from contracting COVID-19. Employees must not share PPE.
 - iv. Establish adequate time in the workday to allow for proper cleaning and decontamination including prior to starting at or leaving the jobsite for the day.
- h. Implement a COVID-19 community spread reduction plan as part of the Site-Specific Health and Safety Plan that includes, at minimum, the following restrictions and requirements:
 - i. Prohibit all carpooling to and from the jobsite except by workers living within the same household unit, or as necessary for workers who have no alternative means of transportation.
 - ii. Cal-OSHA requires employers to provide water, which should be provided in single-serve containers. Prohibit any sharing of any food or beverage and if sharing is observed, the worker must be sent home for the day.
 - iii. Prohibit use of microwaves, water coolers, and other similar shared equipment except as allowed by the Social Distancing Protocol (Appendix A).
- i. Assign a COVID-19 Safety Compliance Officer (SCO) to the jobsite and ensure the SCO's name is posted on the Site-Specific Health and Safety Plan. The SCO must:
 - i. Ensure implementation of all recommended safety and sanitation requirements regarding the COVID-19 virus at the jobsite.
 - ii. Compile daily written verification that each jobsite is compliant with the components of this LCP Protocol. Each written verification form must be copied, stored, and made immediately available upon request by any County official.
 - iii. Establish a daily screening protocol for arriving staff, to ensure that potentially infected staff do not enter the construction site. If workers leave the jobsite and return the same day, establish a cleaning and decontamination protocol prior to entry and exit of the jobsite. Post the daily screening protocol at all entrances and exit to the jobsite. More information on screening can be found online at: <https://www.cdc.gov/coronavirus/2019-ncov/community/index.html>.
 - iv. Conduct daily briefings in person or by teleconference that must cover the following topics:
 - 1. New jobsite rules and pre-job site travel restrictions for the prevention of COVID-19 community spread.
 - 2. Review of sanitation and hygiene procedures.
 - 3. Solicitation of worker feedback on improving safety and sanitation.

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4. Coordination of construction site daily cleaning/sanitation requirements.
5. Conveying updated information regarding COVID-19.
6. Emergency protocols in the event of an exposure or suspected exposure to COVID-19.
- v. Develop and ensure implementation of a remediation plan to address any non-compliance with this LCP Protocol and post remediation plan at entrance and exit of jobsite during remediation period. The remediation plan must be translated as necessary to ensure that all non-English speaking workers are able to understand the document.
- vi. The SCO must not permit any construction activity to continue without bringing such activity into compliance with these requirements.
- vii. Report repeated non-compliance with this LCP Protocol to the appropriate jobsite supervisors and a designated County official.
- j. Assign a COVID-19 Third-Party Jobsite Safety Accountability Supervisor (JSAS) for the jobsite, who at a minimum holds an OSHA-30 certificate and first-aid training within the past two years, who must be trained in the protocols herein and verify compliance, including by visual inspection and random interviews with workers, with this LCP Protocol.
 - i. Within seven calendar days of each jobsite visit, the JSAS must complete a written assessment identifying any failure to comply with this LCP Protocol. The written assessment must be copied, stored, and, upon request by the County, sent to a designated County official.
 - ii. If the JSAS discovers that a jobsite is not in compliance with this LCP Protocol, the JSAS must work with the SCO to develop and implement a remediation plan.
 - iii. The JSAS must coordinate with the SCO to prohibit continuation of any work activity not in compliance with rules stated herein until addressed and the continuing work is compliant.
 - iv. The remediation plan must be sent to a designated County official within five calendar days of the JSAS's discovery of the failure to comply.
- k. In the event of a confirmed case of COVID-19 at any jobsite, the following must take place:
 - i. Immediately remove the infected individual from the jobsite with directions to seek medical care.
 - ii. Decontaminate and sanitize all surfaces at each location at which the infected worker was present. Provide those performing the decontamination and sanitization work with medical-grade PPE, ensure the workers are trained in proper use of the PPE, require the workers to use the provided PPE, and prohibit any sharing of the PPE. Prohibit anyone from entering the possibly contaminated area, except those performing decontamination and sanitization work. Cease all work in these locations until decontamination and sanitization is complete.
 - iii. Notify the County Public Health Department Communicable Disease Control (CD Control) immediately at 628-217-6100 and provide the information

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below. Follow all directives and complete any additional requirements by County health officials, including full compliance with any tracing efforts by the County.

- Information to be reported to CD Control regarding the jobsite:
 - 1) Address of jobsite;
 - 2) Name of project, if any;
 - 3) Name of General Contractor; and
 - 4) General Contractor point of contact, role, phone number and email.

- Information to be reported to CD Control regarding the COVID-19 case(s):
 - 5) First and last name;
 - 6) Date of birth;
 - 7) Phone;
 - 8) Date tested positive;
 - 9) Date last worked;
 - 10) City of residence; and
 - 11) If the case is an employee of a subcontractor, please provide the following information:
 - Subcontractor;
 - Subcontractor contact name;
 - Subcontractor contact phone; and
 - Subcontractor contact email.

- Information to be reported to CD Control regarding Close Contacts. For each reported case(s) above, please provide the following information (if you are reporting more than one positive case, please include the name of the positive case for each close contact):
 - 1) Close contact's first and last name;
 - 2) Phone;
 - 3) City of residence; and
 - 4) Positive case name.

A "Close Contact" in the workplace is anyone who meets either of the following criteria:

- Was within 6 feet of a person with COVID-19 for a period of time that adds up to at least 15 minutes in 24 hours, masked or unmasked, when that person was contagious. People with COVID-19 are considered contagious starting 48 hours before their symptoms began until 1) they

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haven't had a fever for at least 24 hours, 2) their symptoms have improved, AND 3) at least 10 days have passed since their symptoms began. If the person with COVID-19 never had symptoms, then they are considered contagious starting 48 hours before their test that confirmed they have COVID-19 until 10 days after the date of that test.

OR

- Had direct contact for any amount of time with the body fluids and/or secretions of the Person With COVID-19 (for example, was coughed or sneezed on, shared utensils with, or was provided care or provided care for them without wearing a mask, gown, and gloves).

Close contacts are high risk exposures and need to quarantine for a full 14 days due to the 14 day incubation period of the virus. Even if a close contact tests negative within 14 days of their last exposure to the case, they must continue quarantining the full 14 day period to prevent transmission of the virus.

If you are unable to obtain the above case or close contact information from your subcontractor, please ensure your subcontractor is aware that they will need to report directly to SFDPH CD Control.

- l. Where construction work occurs within an occupied residential unit, any separate work area must be sealed off from the remainder of the unit with physical barriers such as plastic sheeting or closed doors sealed with tape to the extent feasible. If possible, workers must access the work area from an alternative entry/exit door to the entry/exit door used by residents. Available windows and exhaust fans must be used to ventilate the work area. If residents have access to the work area between workdays, the work area must be cleaned and sanitized at the beginning and at the end of workdays. Every effort must be taken to minimize contact between workers and residents, including maintaining a minimum of six feet of social distancing at all times.
- m. Where construction work occurs within common areas of an occupied residential or commercial building or a mixed-use building in use by on-site employees or residents, any separate work area must be sealed off from the rest of the common areas with physical barriers such as plastic sheeting or closed doors sealed with tape to the extent feasible. If possible, workers must access the work area from an alternative building entry/exit door to the building entry/exit door used by residents or other users of the building. Every effort must be taken to minimize contact between worker and building residents and users, including maintaining a minimum of six feet of social distancing at all times.

Order No. C19-07m – Appendix C-1: Additional Businesses Permitted to Operate

[Revised November 3, 2020]

A. General Requirements

The “Additional Businesses” listed below may begin operating, subject to the requirements set forth in the Order and to any additional requirements set forth below or in separate industry-specific guidance by the Health Officer. These businesses were selected based on current health-related information, the risk criteria set forth in Section 3 of the Order, and the overall impact that allowing these businesses to resume operation will have on mobility and volume of activity in the County.

To mitigate the risk of transmission to the greatest extent possible, before resuming operations, each Additional Business must:

- Comply with Social Distancing Requirements (Section 8.o of the Order) and prepare, post, implement, and distribute to their Personnel a Social Distancing Protocol checklist as specified in Section 5.d and Appendix A of the Order for each of their facilities in the County where Personnel or members of the public will be onsite;
- Prepare, post, implement, and distribute to their Personnel a written health and safety plan checklist that addresses all applicable best practices set forth in relevant Health Officer directives; and
- Comply with any relevant state guidance and local directives. If a conflict exists between state guidance and local public health directives related to the COVID-19 pandemic, the most restrictive provision shall be followed, as further provided in Section 10 of the Order.

Businesses that are permitted to operate outdoors may, subject to any applicable permit requirements, conduct their operations under a tent, canopy, or other sun or weather shelter, but only as long as no more than one side is closed, allowing sufficient outdoor air movement. Also, the number and composition of barriers used for all outdoor shelters must allow the free flow of air in the breathing zone consistent with guidance from the Department of Public Health.

The health-related basis for selection of Additional Businesses and the specific requirements for risk mitigation are summarized below. The bases for the additions were amended on July 13, 2020, to reflect an updated and refined analysis under the risk criteria set forth in Section 3 of the amended Order.

On August 28, 2020 the State adopted a new four-tiered, color-coded framework to guide reopening statewide. Basic information about the State’s tiered system is available online at <https://covid19.ca.gov/safer-economy/>. Counties can be more restrictive than this State framework. Beginning on October 20, 2020, the County’s risk of COVID-19 community transmission has been designated to be in the minimal (yellow) tier (the least restrictive tier, or the “Yellow Tier”). If the County is later returned to a more restrictive tier by the State or other local COVID-19 conditions change in a manner that puts the public health at increased risk, the Health Officer may reduce or suspend activities allowed under this Appendix.

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B. List of Additional Businesses

For purposes of the Order, Additional Businesses include the following, subject to the stated limitations and conditions:

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(1) Retail Stores for Goods

- a. Basis for Addition. Personnel and customers can wear Face Coverings at all times and maintain at least six feet of physical distance except for brief interactions (e.g., while paying for goods). No inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) are involved. While shopping customers interact only with a small number of individuals from other Households. Although Personnel are interacting with a moderate number of people, the duration of those interactions are low and safety limitations can

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ensure adequate physical distancing and adherence with other Social Distancing Requirements (Section 8.o of the Order) and other worker protection measures and decrease the risk of virus transmission. Consistent with Section 5.c of the Order and to the extent possible, retail stores are urged to conduct curbside/outdoor pickup to further decrease the risk.

b. Description and Conditions to Operate.

1. Curbside/Outdoor Pickup: Retail stores may operate for curbside/outside pickup of goods, subject to the following limitations:

- i. The store must limit the number of Personnel in the facility so that Personnel can comply with Social Distancing Requirements;
- ii. The store must create, post and implement a Social Distancing Protocol checklist (Appendix A to this Order) and must comply with Health Officer Directive No. 2020-10b, as that directive may be amended from time to time, regarding required best practices for retail businesses with curbside pickup—including the requirement to create a Health and Safety Plan;
- iii. If a store chooses to display merchandise for sale on tables or otherwise outside the store, it must comply with the following specific requirements:
 - The store must obtain any necessary permits from the County;
 - Customers must either use hand sanitizer before touching items or ask the vendor to hand items to them;
 - Only the number of customers who can maintain at least six feet of physical distancing may approach the table at a time;
 - Chalk demarcations must be placed on the ground to indicate where shoppers should stand behind others, while waiting to purchase items; and
 - The store must take measures to help ensure against congestion and blocking passage by pedestrians, including people with disabilities.

Stores may apply for a free temporary permit to use the sidewalk or parking lane for retail operations at <https://sf.gov/use-sidewalk-or-parking-lane-your-business>.

- iv. The store must have direct access to an immediately adjacent sidewalk, street, alley, or parking area for pickup by customers using any mode of travel, without blocking pedestrian access or causing pedestrian or vehicle congestion; and
- v. Retail stores that are in an enclosed Indoor Shopping Center (defined as a large building or group of buildings where customer access to stores is possible only through indoor passage ways or indoor common areas, such as Stonestown Galleria, and Westfield San Francisco Centre) and that do not have direct access to adjacent sidewalk, street, parking lot or alley area, may only reopen for curbside/outdoor pickup at this time if the Indoor Shopping

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Center operator submits to the Health Officer a proposed plan for reopening and that plan is approved as provided below. The proposed plan must include:

- a. the number of stores and businesses that would be resuming operation;
- b. the number of Personnel associated with each store or business;
- c. the number of customers expected daily; and
- d. the specific social distancing and sanitation measures the shopping center would employ to prevent congestion at the doorways and streets, and protect customers and Personnel.

Plans must be submitted to HealthPlan@sfcityatty.org. Subject to the advance written approval of the Health Officer or the Health Officer's designee, retailers in the Indoor Shopping Center may then operate for curbside pickup consistent with the approved plan.

2. In-Store Retail: Beginning at 6:00 a.m. on June 15, 2020, retail stores may begin to operate for indoor shopping, subject to the following limitations and conditions:
 - i. The store must reduce maximum occupancy to limit the number of people (including both customers and Personnel) to the lesser of: (1) 50% the store's normal maximum occupancy or (2) the number of people who can maintain at least six feet of physical distance from each other in the store at all times;
 - ii. Before opening for in-store shopping, the store must create, post and implement a Social Distancing Protocol checklist (Appendix A to this Order) and must comply with Health Officer Directive No. 2020-17, as that directive may be amended from time to time, regarding required best practices for retail businesses offering in-store shopping or services—including the requirement to create a Health and Safety Plan;
 - iii. If a store chooses to display merchandise for sale on tables or otherwise outside the store, it must comply with the following specific requirements:
 - The store must obtain any necessary permits from the County;
 - Customers must either use hand sanitizer before touching items or ask the vendor to hand items to them;
 - Only the number of customers who can maintain at least six feet physical distancing may approach the table at a time;
 - Chalk demarcations must be placed on the ground to indicate where shoppers should stand behind others, while waiting to purchase items; and
 - The store must take measures to help ensure against congestion and blocking passage by pedestrians, including people with disabilities.

Stores may apply for a free temporary permit to use the sidewalk or parking lane for retail operations at <https://sf.gov/use-sidewalk-or-parking-lane-your-business>.

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- iv. Retail stores that are in an enclosed Indoor Shopping Center (as defined in subsection 1.b.1.iv above) and that do not have direct access to adjacent sidewalk, street, parking lot or alley area, may only reopen for in-store retail as outlined in this subsection iv.

Initially any enclosed Indoor Shopping Center was allowed to operate at no more than 25% capacity if the Indoor Shopping Center submitted to the Health Officer a proposed plan for reopening and that plan was approved as provided below. Any Indoor Shopping Center with such an approved plan may continue to operate at that level (but may not allow a food court to operate under that plan).

Now that the County has been moved into a less restrictive tier by the State, an enclosed Indoor Shopping Center that submits to the Health Officer a new proposed plan for reopening (if none has already been submitted) and has that new plan approved or that submits a letter update to an existing approved plan as provided below is then allowed to (1) operate at no more than 50% capacity and (2) operate food courts inside the Indoor Shopping Center at up to 25% occupancy or 100 people, whichever is fewer, subject to the same minimum safety precautions that apply to indoor dining listed below in Section (8) including but not limited to the requirements to complete and post a Social Distancing Protocol checklist (Appendix A to this Order) and comply with Health Officer Directive No. 2020-16c (and complete and post a Health and Safety Plan) for indoor dining. If the County is later returned to a more restrictive tier by the State or other local COVID-19 conditions change in a manner that puts the public health at increased risk, the Health Officer may reduce or suspend the ability for Indoor Shopping Centers to operate.

The proposed plan must include:

- a. the number of stores and businesses that would be resuming operation;
- b. the number of Personnel associated with each store or business;
- c. the number of customers expected daily;
- d. confirmation that the Indoor Shopping Center will close all food courts for indoor dining and a description of how that closure will be effectuated;
- e. how the Indoor Shopping Center will regulate the number of people in the paths of travel of the shopping center and close any common gathering areas;
- f. how the Indoor Shopping Center will address HVAC/circulated air, use of elevators, use and cleaning of bathrooms;
- g. any special considerations for indoor parking garages and access points;
- h. whether the Indoor Shopping Center will permit curbside pickup;

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- i. adoption of a Health and Safety Plan addressing the requirements of Appendix A to the Order;
- j. if approval for operation of a food court is sought, a plan to cordon off or otherwise physically separate any food court area to limit entry; and
- k. if approval for operation of a food court is sought, inclusion in the Health and Safety Plan each of the following in relation to the food court operation: limiting entry by patrons to the food court area; screening for COVID-19 symptoms and close contacts before patrons enter; personnel who monitor compliance with the health and safety requirements including wearing Face Coverings except when eating and drinking; and signage that warns of the transmission risk at the entrance to the food court area.

A letter update to a previously-approved plan must outline what changes will be made to ensure safety of Personnel, customers, and other visitors at the higher occupancy level and/or all changes that will be made consistent with Section (8) below regarding indoor dining if food court operation is being proposed. If the facility believes no changes are required, that position must be explained. The Indoor Shopping Center may immediately begin operating at the new capacity limit and/or an indoor food court upon submission of a letter update but must work with the City and the Department of Public Health to resolve any issues or concerns regarding the letter once it has been reviewed.

Plans and letter updates must be submitted to HealthPlan@sfcityatty.org. Subject to the written advance approval of the Health Officer or the Health Officer's designee, the Indoor Shopping Center may then operate for in-store retail consistent with the approved plan or letter update.

For clarity, operation of retail stores under category (1) and (2), above, applies only to the sale of goods and not to the provision of services or the rental of equipment, which are covered separately in Sections (4) and (5), below.

(Added May 17, 2020; Revised June 1, 2020, June 11, 2020, and September 30, 2020; Non-substantive revisions July 13, 2020, October, 20, 2020, and November 3, 2020; Subsection suspended July 20, 2020, with minor update on August 14, 2020; Subsection reinstated with amendments on September 1, 2020)

(2) Manufacturing, Warehousing and Logistical Support

- a. Basis for Addition. Personnel can wear Face Coverings and maintain at least six feet of physical distance at all times. No inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) are involved. Personnel will interact only with a consistent and moderately sized group of people (i.e., the business's other Personnel) as members of

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the public do not generally frequent these businesses. Finally, risks of virus transmission associated with this activity can be mitigated through Social Distancing Requirements (Order Section 8.o) and sanitation, and other worker safety protocols.

b. **Description and Conditions to Operate.**

1. **Manufacturing:** Manufacturing businesses—including non-essential manufacturing businesses —may operate, subject to the following limitations and conditions:
 - i. The business must limit the number of Personnel in the facility so that Personnel can comply with Social Distancing Requirements; and
 - ii. The business must create, post and implement a Social Distancing Protocol checklist (Appendix A to this Order) and must comply with Health Officer Directive No. 2020-11, as that directive may be amended from time to time, regarding required best practices for manufacturing businesses—including the requirement to create a Health and Safety Plan.
2. **Warehousing and Logistical Support:** Businesses that provide warehousing and logistical support—including non-essential businesses —may operate, subject to the following limitations and conditions:
 - i. The business must limit the number of Personnel in the facility so that Personnel can comply with Social Distancing Requirements; and
 - ii. The business must create, post and implement a Social Distancing Protocol checklist (Appendix A to this Order) and must comply with Health Officer Directive No. 2020-12, as that directive may be amended from time to time, regarding required best practices for warehouse and logistical support businesses—including the requirement to create a Health and Safety Plan.

(Added May 17, 2020; Revised June 1, 2020, and June 11, 2020; Non-substantive revisions July 13, 2020)

(3) Childcare and Youth Programs for All Children

- a. **Basis for Addition.** Childcare and educational or recreational programs for youth are critical to early education and developmental equity, family social and economic wellbeing, and economic recovery from the pandemic. More specifically, such programs are an important element for a child’s social and emotional development, as well as for a child’s physical health and wellness. Also, childcare and youth programs are often necessary to allow parents or guardians to work, making the availability of such programs important for individual families as well as the local economy. Although attendance at a childcare or youth program involves a high number of close contacts that may be of lengthy duration, the risks of virus transmission can be reduced by mitigation measures, as generally described below. But children’s inability to consistently follow social distancing and sanitation recommendations means that even with the mitigation measures

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the risk of transmission is higher than in interactions exclusively among adults. And while based on available evidence, children do not appear to be at higher risk for COVID-19 than adults, medical knowledge about the possible health effects of COVID-19 on children is evolving. Accordingly, the decision about whether to enroll a child in a childcare or youth program is an individualized inquiry that should be made by parents/guardians with an understanding of the risks that such enrollment entails. Parents/guardians may discuss these risks and their concerns with their pediatrician. The Health Officer will continue to monitor the changing situation and may amend this section as necessary to protect the public health.

b. Description and Conditions to Operate.

1. Childcare Programs: Group care facilities for very young children who are not yet in elementary school—including, for example, licensed childcare centers, daycares, family daycares, and preschools (including cooperative preschools)—(collectively, “Childcare Programs”) may open and operate, subject to the following limitations and conditions:
 - i. Childcare Programs may not enroll children for fewer than three weeks;
 - ii. Childcare Programs must create, post and implement a Social Distancing Protocol checklist (Appendix A to this Order) and comply with all of the requirements set forth in Health Officer Directive No. 2020-14c, including any limits on the number of children that can be in a group, and the requirements to have the parent(s) or guardian(s) of any child attending the program sign an acknowledgement of health risks, and to prepare and implement a written health and safety plan to mitigate the risk of virus transmission to the greatest extent feasible.
2. Summer Camps: Summer camps and summer learning programs that operate exclusively outside of the academic school year (“Summer Camps”) may operate for all children over the age of six and school-aged children currently in grades transitional kindergarten (TK) and above who are under age six, subject to the following limitations and conditions:
 - i. Summer Camps must limit group size to 12 children (a “pod”) per room or space;
 - ii. Summer Camp sessions must last at least three weeks;
 - iii. Children must remain in the same pod for at least three weeks, and preferably for the entire time throughout the summer.
 - iv. Summer Camps may not begin to operate until they have created, posted and implemented a Social Distancing Protocol checklist (Appendix A to this Order) and complied with all of the requirements set forth in relevant industry-specific Health Officer directives (*see* Health Officer Directive No. 2020-13b) including the requirements to complete an online form with general information about the program and required certifications, to have the parent(s) or guardian(s) of any child attending the program sign an acknowledgement of health risks, and to prepare and implement a written

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health and safety plan to mitigate the risk of virus transmission to the greatest extent feasible.

3. **Out of School Time Programs:** Educational or recreational institutions or programs that provide care or supervision for school-aged children and youth—including for example, learning hubs, other programs that support distance learning, school-aged childcare programs, youth sports programs, and afterschool programs (“Out of School Time Programs” or “OST Programs”) may open for all children, subject to the following limitations and conditions:
 - i. OST Program sessions must be at least three weeks long, and programs without set sessions may not enroll children for fewer than three weeks;
 - ii. OST Programs must create, post, and implement a Social Distancing Protocol checklist (Appendix A to this Order) and comply with all of the requirements set forth in Health Officer Directive No. 2020-21, including any limits on the number of children that can be in a group, and also the requirements to complete an online form with general information about the program and required certifications, to have the parent(s) or guardian(s) of any child attending the program sign an acknowledgement of health risks, and to prepare and implement a written Health and Safety Plan to mitigate the risk of virus transmission to the greatest extent feasible.

For clarity, this Section does not apply to schools, which are addressed separately in Section 6.b of the Order; Childcare Programs, which are addressed separately in subsection b.1 of this Appendix above; or Summer Camps, which are addressed separately in subsection b.2 of this Appendix above. OST Programs are intended to supplement, rather than replace, school programming.

(Added May 22, 2020; Revised June 1, 2020, July 13, 2020, and August 14, 2020; Non-substantive revisions June 11, 2020)

(4) Curbside Pickup and Drop-Off for Low Contact Retail Services

- a. **Basis for Addition.** Personnel and customers can wear Face Coverings at all times and maintain at least six feet of physical distance except for brief interactions (e.g., in some instances where remote payment is not feasible, while paying for services). No inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) are involved. Customers interact only with a small number of individuals from other Households, and although Personnel are interacting with a moderate number of people, the duration of those interactions are low and safety limitations can ensure adequate social distancing and decrease the risk of virus transmission. The majority of interactions can occur outdoors, which further decreases risk—and consistent with Section 5.c of the Order, businesses are strongly urged to conduct interactions outdoors to the largest extent possible.

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- b. **Description and Conditions to Operate.** Services that do not generally require close customer contact (e.g., dog grooming and shoe or electronics repair) may operate, subject to the following limitations and conditions:
- i. To the extent feasible, all interactions and transactions between Personnel and customers should occur outdoors;
 - ii. The store must limit the number of Personnel in the facility so that Personnel can comply with Social Distancing Requirements (Section 8.o of the Order);
 - iii. The businesses must create, post and implement a Social Distancing Protocol checklist (Appendix A to this Order) and comply with Health Officer Directive No. 2020-10b, as that directive may be amended from time to time, regarding required best practices for retail businesses with curbside pickup and drop-off;
 - iv. The stores must have direct access to an immediately adjacent sidewalk, street, alley, or parking area for pickup by customers using any mode of travel, without blocking pedestrian access or causing pedestrian or vehicle congestion; and
 - v. Stores in an enclosed indoor shopping center that do not have direct access to adjacent sidewalk, street, parking lot or alley area may not reopen at this time unless they are located in an approved Indoor Shopping Center as described in 1.b above.

For clarity, this provision does not apply to personal service businesses, such as hair salons, barbershops, nail salons, or piercing or tattoo parlors.

As discussed in Section 1.b above regarding retail stores and Indoor Shopping Centers, stores within enclosed shopping centers may operate only upon advance written approval by the Health Officer or the Health Officer's designee of a plan submitted by the Indoor Shopping Center operator. Plans must be submitted to HealthPlan@sfcityatty.org.

(Added June 1, 2020; Revised June 11, 2020, and July 20, 2020; Non-substantive revisions July 13, 2020)

(5) Equipment Rental Businesses

- a. **Basis for Addition.** Personnel and customers can wear Face Coverings at all times and maintain at least six feet of physical distance except for brief interactions (e.g., while paying for services). No inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) are involved. Customers interact only with a small number of individuals from other Households, and although Personnel are interacting with a moderate number of people, the duration of those interactions are low and safety limitations can ensure adequate social distancing and decrease the risk of virus transmission. The majority of interactions can occur outdoors, which further decreases risk—and businesses are strongly urged to conduct interactions outdoors to the largest extent possible. Also, the risk of multiple individuals using shared equipment can be mitigated through sanitation

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measures. Finally, resumption of these businesses is expected to result in only a small increase in the number of people reentering the workforce and the overall volume of commercial activity.

- b. Description and Conditions to Operate. Businesses that rent equipment for permissible recreational activities (e.g., bicycles, kayaks, paddleboards, boats, horseback riding, climbing equipment, or fishing equipment) may operate, subject to the following limitations and conditions:
- i. To the extent feasible, all interactions and transactions between Personnel and customers should occur outdoors;
 - ii. The store must limit the number of Personnel in the facility so that Personnel can comply with Social Distancing Requirements (Section 8.o of the Order);
 - iii. The business must have created, posted and implemented a Social Distancing Protocol checklist (Appendix A to this Order) and must comply with Health Officer Directive No. 2020-10b, as that directive may be amended from time to time, regarding required best practices for retail businesses with curbside pickup and drop-off;
 - iv. The business must have direct access to an immediately adjacent sidewalk, street, alley, or parking area for pickup by customers using any mode of travel, without blocking pedestrian access or causing pedestrian or vehicle congestion;
 - v. Businesses in an enclosed indoor shopping center that do not have direct access to adjacent sidewalk, street, parking lot or alley area may not reopen at this time unless they are in an approved Shopping Center as described in 1.b above; and
 - vi. All equipment must be thoroughly cleaned and disinfected between each use with procedures effective against the Novel Coronavirus SARS-CoV-2 in accordance with the following guidelines, which may be modified by the Health Officer as new information becomes available:
 - For hard non-porous surfaces, clean with detergent or soap and water if the surfaces are visibly dirty, before applying disinfectant. For these purposes, appropriate disinfectants include:
 - Products listed on the Environmental Protection Agency’s list of Disinfectants for Use Against SARS-CoV-2 (COVID-19), which can be found online at <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2-covid-19>. Follow the manufacturer’s instructions for concentration, application method, and contact time for all cleaning and disinfection products.
 - Diluted household bleach solutions prepared according to the manufacturer’s label for disinfection, if appropriate for the surface. Follow manufacturer’s instructions for application and proper ventilation. Check to ensure the product is not past its expiration date. Never mix household bleach with ammonia or any other cleanser.

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- Alcohol solutions with at least 70% alcohol.
- For soft or porous surfaces, remove any visible contamination, if present, and clean with appropriate cleaners indicated for use on these surfaces. After cleaning, use products that are EPA-approved as effective against SARS-CoV-2 (COVID-19) (see link above) and that are suitable for porous surfaces.
- For frequently touched electronic surfaces, remove visible dirt, then disinfect following the manufacturer's instructions for all cleaning and disinfection products. If no manufacturer guidance is available, then consider the using alcohol-based wipes or sprays containing at least 70% alcohol to disinfect.
- Gloves and any other disposable PPE used for cleaning and disinfecting the vehicle must be removed and disposed of after cleaning; wash hands immediately after removing gloves and PPE with soap and water for at least 20 seconds, or use an alcohol-based hand sanitizer with at least 60% alcohol if soap and water are not available. If a disposable gown was not worn, work uniforms/clothes worn during cleaning and disinfecting should be laundered afterwards using the warmest appropriate water setting and dry items completely. Wash hands after handling laundry.

As discussed in Section 1.b above regarding retail stores and Indoor Shopping Centers, stores within Indoor Shopping Centers may operate only upon the advance written approval by the Health Officer or the Health Officer's designee of a plan submitted by the Indoor Shopping Center operator. Proposed plans must be submitted to HealthPlan@sfcityatty.org.

(Added June 1, 2020; Revised June 11, 2020, and October 27, 2020; Non-substantive revisions July 13, 2020; Suspension note added July 20, 2020 and removed September 1, 2020)

(6) Professional Sports Teams: Practices, Games, and Tournaments without In-Person Spectators with an Approved Plan

- a. Basis for Addition. Although contact sports may present a significant risk of virus transmission, those risks can be mitigated by stringent social distancing, sanitation, and testing measures. Resuming such events—without a live audience and subject to strict health controls and mitigation measures—represents a first step toward the resumption of professional sports exhibitions that can be broadcast for the entertainment of the public and viewed by the public remotely in a safe manner.
- b. Description and Conditions to Operate. Professional sports teams that wish to resume practices, games, or tournaments and broadcasting of those events in San Francisco, without in-person spectators, may submit to the Health Officer a proposed plan detailing the sanitation, social distancing, health screening, and other procedures that will be implemented to minimize the risk of transmission among players, staff, media, broadcast crew, and any others who will be in the facility. The plan must include a proposal for interval testing (without using City resources) of all players and coaching staff who will be present in the facility. Plans must be submitted to HealthPlan@sfcityatty.org. Subject

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to the advance written approval of the Health Officer or the Health Officer's designee, the team may then resume activities consistent with the approved plan, including any conditions to approval of the Health Officer or the Health Officer's designee. Teams, games, exhibitions, and tournaments must also comply with any applicable Health Officer directives to the extent they are consistent with the approved plan; in the event of an inconsistency, the approved plan controls. Finally, crew, athletes, coaching staff and other workers should also abide by protocols agreed to by labor and management, to the extent they are at least as protective of health as the approved plan.

(Added June 1, 2020; Revised June 11, 2020; Non-substantive revisions June 26, 2020; Suspension note added July 20, 2020)

(7) Entertainment Venues: Live Streaming or Broadcasting Events without In-Person Audiences with an Approved Plan

- a. Basis for Addition. Although some types of live entertainment and cultural events, such as music, dance and comedy performances, may present a risk of virus transmission, those risks can be mitigated by stringent social distancing, sanitation, and testing measures. Resuming such events—without a live audience and subject to strict health controls and mitigation measures—represents a first step toward the resumption of these entertainment and cultural activities that can be broadcast and watched by the public remotely in a safe manner.
- b. Description and Conditions to Operate.
 1. Operators of entertainment venues may film, stream, or otherwise broadcast small scale events so long as:
 - i. the venue remains closed to the public;
 - ii. the live stream is limited to the fewest number of Personnel needed (up to a maximum of 12 people in the facility, including, without limitation, media Personnel needed for the broadcast);
 - iii. doors and windows are left open to the extent possible, or mechanical ventilation systems are run, to increase ventilation;
 - iv. the venue complies with the Social Distancing Requirements set forth in Section 8.o of this Order; and
 - v. Because singing and playing wind or brass instruments can transmit particles farther in the air than breathing or speaking quietly, people must be in an isolation booth or in a separate room from others in the facility while singing or playing wind or brass instruments.

To further reduce the risk of transmission, it is strongly recommended that all events allowed under this section be conducted and filmed, streamed, or otherwise broadcast from outdoors. The same outdoors recommendation

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applies to all other operations that are allowed under the Order to be filmed, live streamed or otherwise broadcast indoors with health restrictions.

2. Operators of entertainment venues that wish to film, stream, or otherwise broadcast events that require more than 12 people to be on site at the facility at any one time may submit to the Health Officer a proposed plan detailing the sanitation, social distancing, health screening, and other procedures that will be implemented to minimize the risk of transmission among participants. If the event involves singing, playing wind or brass instruments, or physical contact, the plan must include a proposal for interval testing (without using City resources) of those individuals. Proposed plans must be submitted to HealthPlan@sfcityatty.org. Subject to the advance written approval of the Health Officer or the Health Officer's designee, the venue may then begin operating consistent with the approved plan, including any conditions to approval of the Health Officer or the Health Officer's designee. Cast, crew, and other workers should also abide by protocols agreed to by labor and management, to the extent they are at least as protective of health as the approved plan.

(Added June 11, 2020; Non-substantive revisions June 26, 2020; Revised July 20, 2020)

(8) Dining

- a. Basis for Addition. Dining has been added in three phases, take-out, then outdoor, and then indoor, based on the relative risk levels. Any dining with small groups of people potentially involves mixing of Households and a moderate number of contacts. Accordingly, and because Face Coverings must be removed to eat and drink, the risk of virus transmission is slightly higher than in other allowable interactions. But outdoor interactions carry a significantly lower risk of transmission than most indoor interactions, and mitigation measures in outdoor dining establishments can significantly decrease the transmission risk. Indoor dining has an increased risk of transmission because of the transmission of the virus through aerosols. When coupled with strong mitigation measures, indoor dining, which is riskier than outdoor dining, can present manageable risks, although outdoor dining or take-away are safer options, especially for seniors and those who are vulnerable to complications from COVID-19.
- b. All Dining – General Conditions to Operate. All restaurants and bars that operate under this Section (8), whether for service outdoors, indoors, or both, must comply with all of the following limitations and conditions in relation to all such operations:
 - i. All patrons must be seated at a table to eat or drink—except briefly, standing or lingering between tables or in other areas of the restaurant's outdoor or indoor space is not allowed;
 - ii. Patrons must be seated to be served food or beverages;
 - iii. Patrons must wear Face Coverings any time they are not eating or drinking, including but not limited to: while they are waiting to be seated; while reviewing

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- the menu and ordering; while socializing at a table waiting for their food and drinks to be served or after courses or the meal is complete; and any time they leave the table, such as to use a restroom. Customers must also wear Face Coverings any time servers, bussers, or other Personnel approach their table;
- iv. Each dining establishment must use signs and verbal directions to notify patrons of the requirements for dining (whether indoor or outdoor), including, but not limited to, the requirements for when to wear a face covering;
 - v. No more than six patrons may be seated at a single table, unless all are members of the same household—it is strongly encouraged that only individuals in the same household sit together at a single table;
 - vi. No dining establishment is permitted to provide alcoholic beverage service without also providing real meal service in a bona fide manner. Bona fide meals must be prepared and served by the dining establishment or another person or business operating under an agreement with the dining establishment. The service of prepackaged food like sandwiches or salads, or simply heating frozen or prepared meals, is not deemed as compliant with this requirement;
 - vii. Each patron at a table must order a bona fide meal to receive alcoholic beverage service, and dining establishments must deliver alcoholic beverages to patrons only when they are seated;
 - viii. No patrons are allowed to eat or drink indoors in the dining establishment except when seated at an indoor table under the indoor dining rules below;
 - ix. No patrons are allowed to use self-serve items (such as buffets or self-serve continental breakfasts);
 - x. Areas that may lead to patrons gathering, congregating, or dancing must be closed;
 - xi. New tabletop signage must be used, and information about where to obtain signage will be found in Health Officer Directive No. 2020-16c, including as that directive is amended in the future;
 - xii. The dining establishment must screen all patrons and other visitors on a daily basis using the standard screening questions attached to the Order as Appendix A and Attachment A-2 (the “Screening Handout for Non-Personnel”). Screening must occur before people are seated at the dining establishment to prevent the inadvertent spread of the SARS-CoV-2 virus. A copy of the Screening Handout for Non-Personnel must be provided to anyone on request, although a poster or other large-format version of the Screening Handout for Non-Personnel may be used to review the questions with people verbally. Any person who answers “yes” to any screening question is at risk of having the SARS-CoV-2 virus, must be prohibited from entering or being seated by the establishment, and should be referred for appropriate support as outlined on the Screening Handout for Non-Personnel. The establishment can use the guidance available online at www.sfcddcp.org/screen for determining how best to conduct screening. Patrons

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who are feeling ill, have exhibited symptoms of COVID-19 within 24 hours of arriving at the establishment, or answer “yes” to any screening question must cancel or reschedule their reservation. In such cases, patrons must not be charged a cancellation fee or other financial penalty; and

- xiii. Each dining establishment must (1) comply with the sections that follow that are applicable to the type of dining being offered by the establishment regarding outdoor dining, indoor dining, or both, (2) have created, posted, and implemented a Social Distancing Protocol checklist (Appendix A to this Order), and (3) also comply with Health Officer Directive No. 2020-16c, as that directive may be amended from time to time, regarding required best practices for outdoor dining and/or indoor dining, as applicable.
- c. Outdoor Dining – Description and Conditions to Operate. Restaurants and bars that serve food may operate for outdoor dining (“outdoor dining establishments”) subject to the following limitations and conditions:
- i. The outdoor dining establishment must comply with all General Conditions to Operate listed in Section (8)b above; and
 - ii. Patrons must remain outside the outdoor dining establishment and may enter the establishment only (1) to access a bathroom, (2) to access an outdoor space that is only accessible by traveling through the restaurant, or (3) to order or pickup food at an indoor counter.

Outdoor dining establishments may apply for a free temporary permit to use the sidewalk or parking lane for business operations at <https://sf.gov/use-sidewalk-or-parking-lane-your-business>.

- d. Indoor Dining – Description and Conditions to Operate. Restaurants and bars that serve food may operate for indoor dining (“indoor dining establishments”) once the County was been placed in the Orange Tier by the State and after the requirements of this Order and the requirements of Health Officer Directive No. 2020-16c are met. If the County is later returned to a more restrictive tier by the State or other local COVID-19 conditions change in a manner that puts the public health at increased risk, the Health Officer may reduce or suspend the ability for indoor dining establishments to operate.

These rules for indoor dining establishments do not allow any of the following to occur, each of which is still prohibited by the Order: eating indoors at gyms, fitness centers, or museums, aquariums and zoos (although food items may be sold for consumption offsite or outdoors); indoor food-related gatherings at businesses, organizations, or houses of worship; the operation of bars, breweries, or distilleries that do not serve bona fide meals; and eating inside movie theatres (see Section (21) below for movie theatres). For restaurants and other foodservice entities that are part of an Indoor Shopping Center, such establishments may operate for indoor dining so long as both (1) they are located in an Indoor Shopping Center that is allowed to operate under Section (1)b.2 above and (2) they follow the requirements for indoor dining in Health Officer Directive No. 2020-16c.

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The operation of indoor dining establishments is subject to the following limitations and conditions:

- i. The indoor dining establishment must comply with all General Conditions to Operate listed in Section (8)b above;
- ii. The indoor dining establishment must limit the number of patrons who are present inside the indoor space of the dining establishment to the lesser of: (1) 25% of the maximum occupancy or (2) 100 patrons. Indoor dining establishments with indoor spaces consisting of more than one room must limit the occupancy in each room to 25% of the maximum occupancy for that room. The occupancy limit includes patrons in the interior dining space, but it excludes Personnel and patrons when seated outside. The number of Personnel allowed in the back of the house areas, like kitchens, must be determined based on the amount of space required to provide for physical distancing;
- iii. Patrons should be encouraged to use outdoor dining or take-out options based on the decreased risk of those activities, and facilities that offer indoor dining are strongly encouraged to continue offering outdoor dining whenever possible in order to give patrons a choice;
- iv. Patrons must remain outside the indoor dining establishment until they are ready to be seated indoors and may otherwise enter the establishment only (1) to access a bathroom, (2) to access an outdoor space that is only accessible by traveling through the restaurant, or (3) to order or pickup food at an indoor counter;
- v. Tables used to seat patrons indoors must be spaced to ensure that patrons are at least six feet apart from other patrons seated at different service tables, and although an impermeable physical barrier may be placed between tables, all patrons must be separated from other groups of patrons by at least six feet—the use of impermeable physical barriers is not a substitute for full physical distancing between groups indoors. Customers may not be seated at bars or food preparation areas where six feet of distance from in use common-use work stations cannot be maintained;
- vi. Unless City zoning or other laws require an earlier closing, all indoor service of food and beverages must end at midnight. Indoor dining establishments that cease indoor food service at midnight may allow patrons to finish their meals for an additional 30 minutes. All indoor dining establishments must close to the public by 12:30 a.m.; and
- vii. The establishment must add all COVID-19 related signage to the establishment as required by Sections 4.g and 4.h of the Stay-Safer-At-Home Order. The County is making available templates for the signage available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>.

(Added June 11, 2020; Revised July 13, 2020, September 30, 2020, and October 27, 2020; Non-substantive revisions October 20, 2020)

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(9) Outdoor Fitness Classes

- a. Basis for Addition. Outdoor fitness classes involve mixing of Households and a moderate number of contacts. Also, the contacts are often of relatively long duration. Accordingly, and because exercise causes people to more forcefully expel airborne particles, the risk of virus transmission is higher than in other allowable interactions. But participants can—and must—wear Face Coverings and maintain at least six feet of physical distance at all times and not share equipment. Further, outdoor interactions carry a lower risk of transmission than most indoor interactions, and health protocols in outdoor fitness classes can significantly decrease the transmission risk.
- b. Description and Conditions to Operate. Outdoor fitness classes (e.g., outdoor boot camp, non-contact dance classes, tai chi, pilates, and yoga classes) may operate subject to the following limitations and conditions:
 - i. No more than 25 people, including the instructor(s), may participate in an outdoor fitness class at the same time;
 - ii. The business/instructor must ask each participant using the standard screening questions attached to the Order as Appendix A and Attachment A-2 (the “Screening Handout for Non-Personnel”). Screening must occur before people are allowed to join the class to prevent the inadvertent spread of the SARS-CoV-2 virus. A copy of the Screening Handout for Non-Personnel must be provided to anyone on request, although a poster or other large-format version of the Screening Handout for Non-Personnel may be used to review the questions with people verbally. Any person who answers “yes” to any screening question is at risk of having the SARS-CoV-2 virus, must not be allowed to participate, and must cancel or reschedule their class. The instructor can use the guidance available online at www.sfcddp.org/screen for determining how best to conduct screening;
 - iii. All participants must maintain a physical distance of at least six feet from each other, from the instructor(s), and from members of the public at all times;
 - iv. The business/instructor must have permission of the property owner to use the space;
 - v. All participants and instructors must wear a Face Covering at all times, unless they are specifically exempted from the Face Covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020, as that order may be amended from time to time; and
 - vi. Equipment (e.g., medicine balls, resistance bands, mats, weights, or yoga blocks) may not be shared by members of the class and must be thoroughly cleaned and disinfected between each use with procedures effective against the Novel Coronavirus SARS-CoV-2 in accordance with CDC guidelines (<https://www.cdc.gov/coronavirus/2019-ncov/community/disinfecting-building-facility.html>).

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For clarity, this section does not allow contact sports (e.g., football) or fitness classes that involve physical contact (e.g., jiu jitsu or boxing with sparring) to resume. Also, this section does not cover childcare or summer camp programs for children or youth, which are governed by section 3 above and Health Officer Directive Nos. 2020-13b and 2020-14b.

Additional guidance about outdoor fitness classes from the San Francisco Department of Public Health is available at <http://www.sfdph.org/directives>.

(Added June 11, 2020; Non-substantive revisions July 13, 2020, and August 14, 2020; Revised September 30, 2020, October 20, 2020, and November 3, 2020)

(10) Indoor Household Services

- a. Basis for Addition. Household service providers and residents can wear Face Coverings and maintain at least six feet of physical distance at all times. No inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) are involved. Although indoor household services may involve mixing of Households (if the resident is at home) and occurs indoors, the number of contacts is low. Finally, risks of virus transmission can be mitigated through adherence to other Social Distancing Requirements and to sanitation, and other safety protocols.
- b. Description and Conditions to Operate. Providers of indoor household services that can be provided while maintaining social distancing (e.g., house cleaners and cooks) may operate, subject to the following limitations and conditions:
 - i. Household service providers may not enter a residence to provide services if either the household service provider or anyone in the residence has recent COVID-19 infection, exposure or symptoms, as listed in the standard screening questions attached to the Order as Attachment A-2 (the “Screening Handout for Non-Personnel”). Screening must occur before the household service provider enters the home;
 - ii. When feasible, residents should leave the premises when household services providers are in their home—if leaving the premises is not feasible, residents should try to be in a different room than the household service provider to the greatest extent possible;
 - iii. When feasible, leave windows and doors open to increase ventilation or run mechanical ventilation systems;
 - iv. High touch surfaces and any shared implements or tools should be cleaned at the beginning and end of any service visit;
 - v. Both residents and household service providers must wear a Face Covering at all times, unless they are specifically exempted from the Face Covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020.

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For clarity, this section does not allow personal service providers, such as hair dressers or personal trainers, to provide in-home services. Also, this section does not apply to in-home childcare, which is independently permissible under Section 8.a.xxi of the Order.

Additional guidance about indoor household services from the San Francisco Department of Public Health is available at <http://www.sfdph.org/directives>.

(Added June 11, 2020; Non-substantive revisions July 13, 2020, and August 14, 2020; Revised November 3, 2020)

(11) Offices for Non-Essential Businesses: Individuals Necessary for Operations Where Telecommuting is not Feasible

- a. Basis for Addition. Personnel can wear Face Coverings and maintain at least six feet of physical distance at all times. No inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) are involved. Personnel will interact only with a consistent and moderately sized group of people (i.e., the business's other Personnel). Finally, risks of virus transmission associated with this activity can be mitigated through adherence to other Social Distancing Requirements and to sanitation, and other safety protocols.
- b. Description and Conditions to Operate. Office workplaces that are not otherwise permitted to operate under this Order may open, subject to the following conditions:
 - i. All workers who are able to telecommute are strongly encouraged to continue to do so to the greatest extent feasible;
 - ii. Office Facilities must adjust their maximum occupancy rules based on the size of the facility to limit the number of people (including Personnel and members of the public), as follows:
 - Office Facilities with fewer than 20 Personnel must reduce their maximum occupancy to the number of people who can maintain at least six feet of physical distance from each other in the facility at all times,
 - Office Facilities with 20 or more Personnel must reduce their maximum occupancy to the **lesser** of: (1) 25% the facility's normal maximum occupancy or (2) the number of people who can maintain at least six feet of physical distance from each other in the facility at all times; and
 - iii. The business must have created, posted and implemented a Social Distancing Protocol checklist (Appendix A to this Order) and must comply with Health Officer Directive No. 2020-18b, as that directive may be amended from time to time, regarding required best practices for businesses operating office facilities.

(Added June 11, 2020; Non-substantive revisions July 13, 2020; Suspended July 20, 2020; Suspension revised September 14, 2020; Reinstated and revised October 27, 2020)

[Revised November 3, 2020]

(12) Outdoor Zoos with an Approved Plan

- a. Basis for Addition. Zoo Personnel and visitors can wear Face Coverings and maintain at least six feet of physical distance from people in different households at all times. No inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) are involved. And outdoor businesses—like the outdoor areas of the zoo—are safer than indoor businesses. Finally, the number, frequency and proximity of contacts can be minimized through capacity limitations and the risk of virus transmission can be reduced through other health protocols.
- b. Description and Conditions to Operate. Zoos that wish to resume operations for visits by the public solely in their outdoor spaces may submit to the Health Officer a proposed plan detailing the sanitation, social distancing, health screening, and other procedures that will be implemented to minimize the risk of transmission among Personnel and visitors.

The plan must be submitted to HealthPlan@sfcityatty.org, and must include detailed descriptions of how the business intends to address the following safety precautions.

- Ensuring that the facility remains below the lesser of: (a) 50% of the maximum capacity for the outdoor space that is permitted to open; or (b) the capacity based on the ability of Personnel and patrons to comply with the Social Distancing Requirements;
- Signage regarding Social Distancing Requirements (to include at least six feet of distance, handwashing/sanitizer practices, Face Covering policy);
- Ensuring Personnel and patrons wear Face Coverings at all times, unless they are specifically exempted from the Face Covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020, as that order may be amended from time to time;
- Ticketing booths and payment systems;
- Personnel safety precautions;
- HVAC systems (e.g., quality and level of filtration, percentage of air exchange with outside air can HVAC be run at 100% capacity to increase ventilation);
- Compliance with applicable Health Officer directives (e.g. regarding Food and beverage concessions, and retail gift shops);
- Social distancing in elevators;
- Monitoring and limiting patrons to ensure physical distancing between members of different Households;
- Paths of travel through the establishment and wayfinding signage;
- Sanitation for restrooms;
- Tours and audio self-tour equipment;
- Coat/personal property check services;
- Sanitation for high-touch surfaces and areas; and

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- Closing interactive exhibits or modifying those exhibits to prevent common touching.

Beginning at 10 a.m. on July 13, 2020, and subject to the advance written approval of the Health Officer or the Health Officer's designee, the zoo may resume operating its outdoor spaces for visits by the public at the lesser of: (a) 50% of the maximum capacity for the outdoor space that is permitted to open; or (b) the capacity based on the ability of Personnel and patrons to comply with the Social Distancing Requirements, consistent with the approved plan, including any conditions to approval of the Health Officer or the Health Officer's designee.

(Added July 13, 2020; Non-substantive revisions August 14, 2020)

(13) Open Air Boat Operators

- a. Basis for Addition. Personnel and passengers can wear Face Coverings and maintain six feet of physical distance from people in different households at all times. No inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) are involved. And open-air boat excursions occur outside, which is safer than indoor interactions, and have additional air-flow from continual movement. Finally, outdoor boating excursions of socially distanced groups involve only a moderate number of contacts, and health mitigation measures in small boating excursions can significantly decrease the transmission risk.
- b. Description and Conditions to Operate. Individuals or businesses that offer open-air boat excursions ("Open-Air Boat Operators") may operate, subject to the following limitations and conditions:
 - i. If the total number of passengers is greater than 12, then the Open-Air Boat Operator must assign each passenger to a group of no more than 12 people. Multiple groups of 12 may be on an Open-Air Boat simultaneously, subject to the following requirements:
 - Each group of 12 must be kept at least 12 feet apart from each other,
 - The Open-Air Boat Operator must prohibit mingling among passengers in different groups, and
 - Passengers must have a clear path to the restroom and exit without being required to travel through the space occupied by another group.
 - ii. All passengers must maintain a physical distance of at least six feet from each other, from the captain, and from Personnel, at all times;
 - iii. Before boarding, passengers must wait on the dock at least six feet apart and must not board the vessel until the captain or crew allow boarding;
 - iv. For fishing, rod holders must be spaced at least six feet apart from each other;
 - v. Bathrooms (if any) must be sanitized frequently following EPA guidelines;

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- vi. Passengers must stay in the open-air portion of the boat except for brief periods, such as to use the bathroom;
- vii. Open-Air Boat Operators should ask passengers to voluntarily provide their name and phone number for potential contact tracing purposes—the operator should keep this information on file for at least three weeks;
- viii. Open-Air Boat Operators must create, post and implement a Social Distancing Protocol checklist (Appendix A to this Order);
- ix. Open-Air Boat Operators must ensure daily COVID-19 symptom and exposure screening is completed for all Personnel as required by the Social Distancing Protocol and its Attachment A-1. In general, Personnel with any single COVID-19 symptom that is new or not explained by another condition MUST have a negative COVID-19 test OR stay out of work for at least 10 days since symptoms started in order to return to work. Those who are close contacts of someone with COVID-19 must remain out of work for 14 days since their last close contact;
- x. Open-Air Boat Operators must Screen all customers and other visitors on the day of the boat excursion as outlined by the Social Distancing Protocol and its Attachment A-2. Any person who answers “yes” to a screening question must not be allowed to board the boat. No cancellation or rescheduling fee may be charged in that situation;
- xi. All passengers and Personnel must wear a Face Covering at all times while waiting to board, at all times while on board—except when eating or drinking, and at all times when disembarking from the vessel, unless they are specifically exempted from the Face Covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020, as that order may be amended from time to time;
- xii. Passengers from different households should not shake hands, share food or drinks, or engage in any unnecessary physical contact—the captain and crew must instruct passengers about these requirements;
- xiii. Open-Air Boat Operators must make hand sanitizer available throughout the boat and at each rod station (if any);
- xiv. Equipment (e.g., fishing equipment) may not be shared by people outside of a single household, and the boat and all equipment belonging to the Open-Air Boat Operator or otherwise provided by the Open-Air Boat Operator must be thoroughly cleaned and disinfected after each trip with procedures effective against the Novel Coronavirus SARS-CoV-2 in accordance with CDC guidelines (<https://www.cdc.gov/coronavirus/2019-ncov/community/cleaning-disinfecting-decision-tool.html>).

For clarity, this section does not cover vessels used exclusively for Essential Travel (such as ferries and water taxis) and such vessels do not need to follow the conditions set forth

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in this section.

(Added July 13, 2020; Non-substantive revisions August 14, 2020; Revised September 14, 2020, October 20, 2020, and November 3, 2020)

(14) Institutions of Higher Education and Adult Education

- a. Basis for Addition. Personnel and students can wear Face Coverings and maintain at least six feet of physical distance from people in different households at all times. Restrictions can be placed to ensure that few inherently risky activities (e.g., singing, shouting, etc.) are involved. And to the extent classes occur outdoors with distancing and Face Coverings, these interactions are safer than indoor interactions. If indoor in person instruction is authorized by the Health Officer for adult education programs under the limited conditions set forth below, then health mitigation measures adopted under detailed prevention plan can decrease the transmission risk.
- b. Description and Conditions to Operate. Institutions of Higher Education (“IHEs”) and other programs offering adult education—including, for example, programs offering job skills training and English as a second language classes (“Adult Education Programs”) (IHEs and Adult Education Programs are collectively referred to below as “Higher Education Programs”)—may operate, subject to the following limitations and conditions:
 - i. Higher Education Programs may operate for purposes of facilitating distance learning and themselves performing essential functions, as set forth in Section 8.a.xiv of the Order;
 - ii. Higher Education Programs must screen all Personnel and students for COVID-19 symptoms and exposure to COVID-19 every day before they enter the campus, whether for indoor or outdoor classes or other purposes. Higher Education Programs must use the standard screening questions attached to the Order as Appendix A and Attachment A-2 (the “Screening Handout for Non-Personnel”). A copy of the Screening Handout for Non-Personnel must be provided to anyone on request, although a poster or other large-format version of the Screening Handout for Non-Personnel may be used to review the questions with people verbally. Any person who answers “yes” to any screening question is at risk of having the SARS-CoV-2 virus, must be prohibited from entering the IHE, and should be referred for appropriate support as outlined on the Screening Handout for Non-Personnel. The Higher Education Program can use the guidance available online at www.sfcddcp.org/screen for determining how best to conduct screening;
 - iii. Higher Education Programs may offer in-person instruction *outdoors* in groups of no more than 25 people, including the instructor(s), so long as they follow Social Distancing Requirements and wear Face Coverings and subject to any other

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relevant health and safety requirements contained in any relevant industry-specific Health Officer directives;

- iv. Face Coverings are required at all times but they can be briefly removed if necessary as a component of the class, such as tasting food in a cooking school;
- v. No singing, chanting or shouting, or wind instruments are allowed during in-person instruction (indoors and outdoors) at this time;
- vi. Class capacity must be limited to ensure physical distancing at all times;
- vii. Classes must be limited in duration to two hours indoors, but there is no time limit on outdoor classes. Higher Education Programs that seek to offer indoor courses exceeding the two-hour limit may submit a written request to do so at schools-childcaresites@sfdph.org. The request must include the following information:
 - a) the type of class(es) the Higher Education Program is seeking to hold that will exceed the two-hour time limit;
 - b) the number of students proposed for each class;
 - c) an explanation as to why the class cannot be limited to two-hours, such as any State-mandated course requirements;
 - d) a statement that the Higher Education Program is enforcing social distancing and Face Covering requirements;
 - e) a statement that the program is complying with SFDPH's ventilation requirements; and
 - f) a statement that students will not be permitted to eat or drink in any class exceeding the two-hour time limit.

Higher Education Programs may exceed the two-hour limit only upon receiving approval in writing by SFDPH and upon satisfying any conditions of approval.

- viii. Higher Education Programs may not offer in-person instruction indoors unless the specific class:
 - (1) cannot be held remotely or outdoors due to the need for access to specialized equipment or space, and
 - (2) is offered in specialized indoor settings whose design imposes substantial physical distancing on participants.

Higher Education Programs that wish to resume indoor classes that meet these criteria must comply with Health Officer Directive No. 2020-22d, including as that directive is updated in the future and including assembly and implementation of a written, campus-specific COVID-19 prevention plan ("Prevention Plan"). Requirements and limitations for such indoor instruction include but are not limited to all of the following:

- a) Indoor lectures are not allowed at this time;

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- b) A copy of the Prevention Plan must be posted and be made readily available to students, Personnel, and SFDPH; and
- c) The Prevention Plan must address all requirements listed in Directive No. 2020-22d, including but not limited to: articulating the need for indoor classes; enforcement of physical distancing requirements; protocols for airing out and sanitizing classrooms between use; provision of stable cohorts, face coverings, health screening, and testing; educating students about risk mitigation; and addressing violations of safety protocols;
- ix. Required health and safety plans are subject to audit by DPH, including on-site inspections, and Higher Education Programs must assess their plans monthly and update them as needed;
- x. Individual student use of an indoor facility due to the need for access to specialized equipment or space that is not available outside (such as a music practice room or fine arts studio) is allowed subject to safety protocols;
- xi. Collegiate athletics teams that wish to resume practices, games, or tournaments in San Francisco, without in-person spectators, may submit to the Health Officer a proposed plan detailing the sanitation, social distancing, health screening, and other procedures that will be implemented to minimize the risk of transmission among players, staff, and any others who will be in the facility. The plan must include a proposal for interval testing (without using City resources) of all players and coaching staff who will be present in the facility. The plan must also include a commitment to comply with local directives governing isolation and quarantine of individuals who are diagnosed with, or have had close contact with a person who is diagnosed with, COVID-19. Plans must be submitted to healthplan@sfcityattys.org. Subject to the advance written approval of the Health Officer or the Health Officer's designee, the team may then resume activities consistent with the approved plan, including any conditions to approval of the Health Officer or the Health Officer's designee. But in connection with an approved plan no in-person spectators will be allowed under any circumstances;
- xii. Subject to applicable land use laws and regulations, housing controlled or operated by Higher Education Programs or restricted for the use of students attending a Higher Education Program is permitted to open and operate for students in compliance with any relevant health and safety requirements contained in any relevant industry-specific Health Officer directives. Except for family housing, students must be housed in single rooms (i.e., without a roommate) unless the student specifically requests to be housed with a roommate; and
- xiii. All Higher Education Programs must create, post and implement a Social Distancing Protocol checklist (Appendix A to this Order) and comply with relevant health and safety requirements contained in any relevant industry-specific Health Officer directives, including, but not limited to, Health Officer Directive No. 2020-22d.

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(Added August 14, 2020; Revised September 1, 2020, and September 30, 2020; Non-substantive revisions November 3, 2020)

(15) Personal Service Providers

- a. Basis for Addition. Although personal services such as hair and nail salons involve moderate to high contact intensity and a moderate number of contacts, the risk of transmission can be significantly lessened for by requiring that all providers and customers to wear a Face Covering at all times except as may be temporarily necessary to allow for certain personal services. No inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) are involved. Finally, the risk of virus transmission can be reduced through other health and sanitation protocols. Consistent with Section 5.c of the Order and to the extent possible, Personal Service Providers are urged to provide services outdoors to further decrease the risk.
- b. Description and Conditions to Operate.
 1. Outdoors. Personal service providers regulated by Division 3, Chapter 10 of the California Business and Professions Code, Division 104, Part 15, Chapter 7 of the California Health and Safety Code, or San Francisco Health Code Article 29 (collectively, “Personal Service Providers”) that can safely offer services outside, including, for example, hair salons, barber shops, nail salons, massage (in a non-healthcare setting), estheticians, skin care, and cosmetology services (collectively, “Outdoor Personal Services”), may operate outdoors, subject to all of the following limitations and conditions:
 - i. The following personal services cannot be offered outside because they cannot be done safely in an outdoor setting: electrolysis, tattooing, piercing, microblading, permanent make-up, and other forms of body art that are invasive and require a controlled hygienic environment. Also, shampooing and chemical hair services are not permitted outside;
 - ii. Outdoor Personal Service Providers may, subject to any applicable permit requirements, conduct their operations under a tent, canopy, or other sun or weather shelter, but only as long as no more than one side is closed, allowing sufficient outdoor air movement. Also, the number and composition of barriers used for all outdoor shelters must allow the free flow of air in the breathing zone consistent with guidance from the Department of Public Health;
 - iii. Both Outdoor Personal Service Providers and clients/customers must wear a Face Covering at all times except when: (a) they are specifically exempted from the Face Covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020, as that order may be amended from time to time or (b) when the Face Covering must be removed to perform services involving that part of the face and then only during such procedure and subject to compliance with applicable safety

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precautions set forth in Directive 2020-23b, as that directive may be amended from time to time; and

- iv. The Outdoor Personal Service Provider must have created, posted and implemented a Social Distancing Protocol and must comply with Health Officer Directive No. 2020-23b, as that directive may be amended from time to time, regarding required best practices for outdoor personal services.
- 2. **Indoors.** Personal service providers regulated by Division 3, Chapter 10 of the California Business and Professions Code, Division 104, Part 15, Chapter 7 of the California Health and Safety Code, or San Francisco Health Code Article 29 including, for example, hair salons, barber shops, nail salons, massage (in a non-healthcare setting), estheticians, skin care, and cosmetology services, electrolysis, tattooing, piercing, and microblading, may operate indoors (collectively, “Indoor Personal Services,” subject to all of the following limitations and conditions:
 - i. Both Indoor Personal Service Providers and clients/customers must wear a Face Covering at all times except when: (a) they are specifically exempted from the Face Covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020 or (b) the Face Covering must be removed to perform services involving that part of the face and then only during such procedure and subject to compliance with applicable safety precautions set forth in Directive 2020-30b, as that directive may be amended from time to time. Under current State guidelines, customers may not remove their face coverings for purposes of massage (non-healthcare setting), tattoo, or piercing;
 - ii. The Indoor Personal Service Provider must have created, posted and implemented a Social Distancing Protocol and must comply with Health Officer Directive No. 2020-30b, as that directive may be amended from time to time, regarding required best practices for Indoor Personal Services; and
 - iii. Only the number of people who can safely fit inside the facility while maintaining social distance as required by Directive No. 2020-30b may be inside the facility at a time.

(Added September 1, 2020; Revised September 14, 2020, and October 27, 2020; Non-substantive revision September 30, 2020)

(16) Gyms and Fitness Centers

- a. **Basis for Addition.** Although gyms and fitness centers involve moderate contact intensity and a moderate number of contacts, the risk of transmission can be significantly lessened by requiring that everyone wear a Face Covering and maintain at least six feet of physical distance at all times. Also, the risk of virus transmission can be reduced through other health and sanitation protocols. Consistent with Section 5.c of the Order and to the extent possible, gyms and fitness centers are urged to provide services outdoors to further decrease the risk.

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b. Description and Conditions to Operate.

1. Outdoors. Gyms and fitness centers offering space or equipment for customer-directed exercise may operate outdoors, subject to all of the following limitations and conditions:
 - i. Gyms and fitness centers may, subject to any applicable permit requirements, conduct their operations under a tent, canopy, or other sun or weather shelter, but only as long as no more than one side is closed, allowing sufficient outdoor air movement. Also, the number and composition of barriers used for all outdoor shelters must allow the free flow of air in the breathing zone consistent with guidance from the Department of Public Health.
 - ii. Everyone in the outdoor gym or fitness center facilities must maintain at least six feet of physical distance from people outside of their Household at all times;
 - iii. Gyms and fitness centers must limit the number of people, including Personnel, who are present in the space to ensure that six feet of physical distance can be maintained at all times;
 - iv. Everyone in the outdoor gym or fitness center facilities must wear a Face Covering at all times, unless they are specifically exempted from the Face Covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020; and
 - v. The gym or fitness center must have created, posted and implemented a Social Distancing Protocol and must comply with any and all requirements contained in Health Officer Directive No. 2020-27, regarding outdoor gyms and fitness centers including, without limitation, all enhanced cleaning requirements.
2. Indoors. Gyms—including climbing wall gyms—and fitness centers offering space or equipment for customer-directed exercise may operate indoors, subject to all of the following limitations and conditions:
 - i. Gyms and fitness centers must limit the number of people, including Personnel, who are present in the space to the **lesser** of: (1) 25% of the facility's normal maximum occupancy or (2) the number of people who can maintain at least six feet of physical distance from each other in the facility at all times;
 - ii. Everyone in the gym or fitness center facility must maintain at least six feet of physical distance from people outside of their Household at all times;
 - iii. Individuals engaged in an activity that may increase breathing rate and/or intensity (including but not limited to cardio/aerobic activities or weight-lifting), must maintain at least 12 feet of physical distance from people outside of their Household while engaging in those activities;
 - iv. Group cardio/aerobic fitness classes (such as spinning, kickboxing, etc.) are not permitted indoors at this time;

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- v. Everyone in the gym or fitness center facility must wear a Face Covering at all times, unless they are specifically exempted from the Face Covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020;
- vi. The establishment must add all COVID-19 related signage to the establishment as required by Sections 4.g and 4.h of the Stay-Safer-At-Home Order. The County is making available templates for the signage available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>; and
- vii. The gym or fitness center must have created, posted and implemented a Social Distancing Protocol and must comply with any and all requirements contained in Health Officer Directive No. 2020-31, regarding indoor gyms and fitness centers including, without limitation, all enhanced cleaning requirements.

(Added September 1, 2020; Revised September 14, 2020, September 30, 2020, and October 27, 2020)

(17) Indoor Museums, Aquariums, and Zoos

- a. Basis for Addition. As long as patrons move through exhibits and refrain from staying or gathering in an indoor or other enclosed space for a sustained period of time, and capacity and other health safety mitigation measures are used, indoor museums, aquariums and zoos (which have indoor and outdoor spaces) involve low contact intensity and a low number of contacts. Accordingly, the risk of transmission is low as long as adequate precautions are taken.
- b. Description and Conditions to Operate. Indoor museums (including art galleries), aquariums, and zoos may resume operations, subject to all of the following limitations and conditions:
 - i. Establishments must limit the number of people, including Personnel, who are present in the facility to the **lesser** of: (1) 25% of the facility's normal maximum occupancy or (2) the number of people who can maintain at least six feet of physical distance from each other in the facility at all times;
 - ii. Establishments must limit the number of people, including Personnel, who are present in individual galleries or public spaces to the **lesser** of: (1) 25% of the room's normal maximum occupancy or (2) the number of people who can maintain at least six feet of physical distance from each other in the room at all times;
 - iii. Everyone in the facility must maintain at least six feet of physical distance from people outside of their Household at all times;
 - iv. Everyone in facility must wear a Face Covering at all times, unless they are specifically exempted from the Face Covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020; and

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- v. The following must remain closed:
 - Common area gathering places such as meeting rooms and lounge areas;
 - Auditoriums;
 - Guided tours, events, classes, and other gatherings; and
 - Coat/personal property check services.
- vi. Indoor restaurants and cafes within the museum, aquarium, or zoo may operate for indoor dining so long as they fully comply with the requirements listed in Section (8) of this Appendix C-1 as well as Health Officer Directive No. 2020-16, including as that directive is updated in the future.
- vii. Before resuming operations, the museum, aquarium, or zoo must have created, posted and implemented a Social Distancing Protocol and must comply with any and all requirements contained in any relevant Health Officer Directives, including, for example, Directive Nos. 2020-05 and 2020-16c (if food is prepared and sold on-site for take-away, indoor, or outdoor dining), Directive No. 2020-17 (if there is a gift-shop or other retail on-site), and Directive No. 2020-32.
- viii. Also, in addition to the Social Distancing Protocol, before resuming operations, the museum, aquarium, or zoo must submit a plan to the Department of Public Health, including a detailed description of how the business intends to address safety precautions in the follow areas.
 - Ensuring that facility and individual galleries and rooms remain below 25% maximum capacity;
 - Signage regarding Social Distancing Requirements (to include at least six feet of distance, handwashing/sanitizer practices, face covering policy);
 - Ensuring Personnel and patrons wear face coverings at all times, unless they are specifically exempted from the face covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020, as that order may be amended from time to time;
 - Ticketing booths and payment systems;
 - Personnel safety precautions;
 - HVAC systems (an explanation of alterations and upgrades to ventilation to increase supply of fresh air and decrease stale or recirculated air, or an explanation of why alterations or upgrades were either (1) unnecessary or (2) unfeasible);
 - Food and beverage concessions;
 - Retail (e.g., gift shops);
 - Social distancing in elevators;
 - Monitoring and limiting patrons to ensure physical distancing between members of different households or living units;
 - Paths of travel through the establishment and wayfinding signage;

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- Plans for preventing patrons from gathering in an enclosed space for a sustained period of time;
- Sanitation for restrooms;
- Sanitation for high-touch surfaces and areas; and
- Closing interactive exhibits or exhibits in enclosed spaces or modifying those exhibits to prevent common touching.

A plan template, which sets forth additional requirements and conditions for operation, will be available at sfdph.org/directives. It is strongly encouraged that businesses review the requirements set forth in the template and use the template to create their plan.

The plan must be submitted to HealthPlan@sfcityatty.org, posted on the business's website, and made available at the facility. The permanent URL at which the plan will be posted must be provided to SFDPH.

For clarity, the museum, aquarium or zoo does not need SFDPH to approve its plan before it may resume operations in accordance with the proposed plan. But in the event SFDPH identifies deficiencies in the plan, SFDPH will follow up with the business.

- viii. The establishment must add all COVID-19 related signage to the establishment as required by Sections 4.g and 4.h of the Stay-Safer-At-Home Order. The County is making available templates for the signage available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>.

(Added September 21, 2020; Revised September 30, 2020, October 27, 2020, and November 3, 2020)

(18) Outdoor Family Entertainment Centers

- a. Basis for Addition. Certain outdoor Family Entertainment Centers involve only moderate risk given that they occur outside, they involve moderate contact intensity and a moderate number of contacts, and the risk of transmission can be significantly lessened by requiring that everyone wear a Face Covering and maintain at least six feet of physical distance at all times. The risk of virus transmission can also be reduced through other health and sanitation protocols. And because the State of California has included outdoor family entertainment centers on the list of options for the Red Tier, this Appendix lists those that can be done now with appropriate safety protocols. More information about the State of California's designation can be found online at <https://covid19.ca.gov/safer-economy/>.
- b. Description and Conditions to Operate. Family Entertainment Centers, as defined by this Section may begin to operate outdoors, subject to all of the limitations and conditions

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listed below. The term “Family Entertainment Centers” includes only those activities and businesses that are listed by the State of California as examples for the Red Tier, which are: kart racing; mini-golf; and batting cages, and the limited outdoor amusement park rides described below. Even if the County is placed on a less restrictive tier, this term will not be changed until this Section is revised. Conditions for outdoor Family Entertainment Centers are as follows:

- i. All operations must be outdoors. Operations that cannot be safely performed outdoors are not permitted;
- ii. Family Entertainment Centers may conduct their operations under a tent, canopy, or other sun or weather shelter, but only as long as no more than one side is closed, allowing sufficient outdoor air movement. Also, the number and composition of barriers used for all outdoor shelters must allow the free flow of air in the breathing zone consistent with guidance from the Department of Public Health.
- iii. Everyone in the Family Entertainment Center facilities must maintain at least six feet of physical distance from people outside of their Household at all times;
- iv. Family Entertainment Centers must limit the number of people, including Personnel, who are present in the space to ensure that six feet of physical distance can be maintained at all times;
- v. Everyone in the Family Entertainment Center facility must wear a Face Covering at all times, unless they are specifically exempted from the Face Covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020, including as that order is amended; and
- vi. The Family Entertainment Center must have created, posted, and implemented a Social Distancing Protocol and must comply with any and all requirements contained in relevant Health Officer directives, including, without limitation, all enhanced cleaning requirements.

In addition to the requirements listed above, the following other requirements must be met, as listed:

- vii. For kart racing, services must be provided in compliance with the requirements for outdoor activity equipment rental businesses listed in Section (5) of this Appendix.
- viii. For mini-golf, services must be provided in compliance with the requirements for outdoor golf listed in Section (2) of Appendix C-2 as well as Directive No. 2020-15, including as that directive is updated in the future.
- ix. For batting cages, services must be provided in compliance with the requirements for “Other Outdoor Recreation and Athletic Activities” listed in Section (6) of Appendix C-2.
- x. For outdoor amusement park-type rides, consisting of Ferris wheels, carousels, and miniature train rides, the following additional requirements must be met:

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- a. Screen all customers and other visitors prior to entry to the ride as outlined by the Social Distancing Protocol and its Attachment A-2. Any person who answers “yes” to a screening question must have the ride cancelled or rescheduled. No cancellation or rescheduling fee may be charged in that situation, and the price of any ticket must be refunded if the ride is not rescheduled;
- b. Operators must regulate access by patrons to the equipment to ensure physical distancing;
- c. Any enclosed passenger capsule or seating area must include only members of the same household, and ventilation must be maximized;
- d. High touch surfaces and equipment must be sanitized in between uses by different households; and
- e. Hand sanitizer must be placed at the entrances and exits to rides.

Note that at the current time many outdoor family entertainment activities are allowed under other sections and directives, including zoos, outdoor swimming pools, outdoor tennis and pickleball, outdoor golf, outdoor lawn bowling, outdoor museums, and outdoor fitness centers. See Section (11) of Appendix C-2 regarding outdoor playgrounds.

Also, other activities are not yet allowed because they cannot yet be done safely in the current context due to the difficulty of regularly cleaning high-touch surfaces and of keeping people from different homes physically distant and/or are prohibited by the State under the Red Tier or Orange Tier, including: indoor amusement park rides; indoor bowling alleys; indoor ice and rolling skating rinks; indoor arcade games; and indoor playgrounds.

(Added September 14, 2020; Revised September 30, 2020)

(19) Open-Air Tour Bus Operators

- a. Basis for Addition. Personnel and passengers can wear Face Coverings and maintain six feet of physical distance from people in different Households at all times. No inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) are involved. And open-air bus tours occur outside, which is safer than indoor interactions, and have additional air-flow from continual movement. Finally, outdoor tour bus excursions of small, socially distanced groups involve only a moderate number of contacts, and health mitigation measures can significantly decrease the transmission risk.
- b. Description and Conditions to Operate. Individuals or businesses that offer open-air bus tours (“Open-Air Tour Bus Operators”) may operate, subject to the following limitations and conditions:

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- i. If the total number of passengers is greater than 12, the Open-Air Tour Bus Operator must assign each passenger to a group of no more than 12 people. Multiple groups of 12 may be on an Open-Air Tour Bus simultaneously, subject to the following requirements:
 - Each group of 12 must be kept at least 12 feet apart from each other,
 - The Open-Air Tour Bus Operator must prohibit mingling among passengers in different groups, and
 - Passengers must have a clear path to the restroom and exit without being required to travel through the space occupied by another group.
- ii. All passengers must maintain a physical distance of at least six feet from each other, from the driver, and from Personnel, at all times;
- iii. Before boarding, passengers must wait at least six feet apart and must not board the bus until the driver or other Personnel allow boarding;
- iv. Bathrooms (if any) must be sanitized frequently following EPA guidelines;
- v. Passengers must stay in the open-air portion of the bus except for brief periods, such as to board, disembark and use the bathroom;
- vi. Open-Air Tour Bus Operators should ask passengers to voluntarily provide their name and phone number for potential contact tracing purposes—the operator should keep this information on file for at least three weeks;
- vii. Open-Air Tour Bus Operators must create, post and implement a Social Distancing Protocol checklist (Appendix A to this Order);
- viii. Open-Air Tour Bus Operators must ensure daily COVID-19 symptom and exposure screening is completed for all Personnel as required by the Social Distancing Protocol and its Attachment A-1. In general, Personnel with any single COVID-19 symptom that is new or not explained by another condition **MUST** have a negative COVID-19 test **OR** stay out of work for at least 10 days since symptoms started in order to return to work. Those who are close contacts of someone with COVID-19 must remain out of work for 14 days since their last close contact;
- ix. Open-Air Tour Bus Operators must Screen all customers and other visitors on the day of the tour as outlined by the Social Distancing Protocol and its Attachment A-2. Any person who answers “yes” to a screening question must not be allowed to board the bus. No cancellation or rescheduling fee may be charged in that situation;
- x. All passengers and Personnel must wear a Face Covering at all times while waiting to board, at all times while on board—except when eating or drinking, and at all times when disembarking from the bus, unless they are specifically exempted from the Face Covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020, as that order may be amended from time to time;

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- xi. Passengers from different households should not shake hands, share food or drinks, or engage in any unnecessary physical contact—Personnel must instruct passengers about these requirements;
- xii. Open-Air Tour Bus Operators must make hand sanitizer available;
- xiii. The bus and all equipment belonging to the Open-Air Tour Bus Operator or otherwise provided by the Open-Air Tour Bus Operator must be thoroughly cleaned and disinfected after each trip with procedures effective against the Novel Coronavirus SARS-CoV-2 in accordance with CDC guidelines (<https://www.cdc.gov/coronavirus/2019-ncov/community/cleaning-disinfecting-decision-tool.html>).

(Added September 14, 2020; Revised November 3, 2020)

(20) Lodging Facilities for Tourism

- a. Basis for Addition. As long as guests refrain from congregating in common areas, and capacity and other health safety mitigation measures are used, lodging facilities involve low contact intensity and a low number of contacts. Personnel and guests can wear Face Coverings whenever they are in common areas and can maintain at least six feet of physical distance except for brief interactions (e.g., while checking in). In indoor common areas, no inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) are involved.
- b. Description and Conditions to Operate. Lodging facilities, including hotels, motels, hostels, bed and breakfasts, inns and short-term rentals, may operate for tourist use, subject to all of the following limitations and conditions:
 - i. Indoor pools, ballrooms, conference rooms, business centers, lounge areas, and other indoor gathering places must remain closed. But a lodging facility may operate the services listed in this subsection b.i after updating its Social Distancing Protocol and complying with the listed requirements for each listed type of service. If the County is later returned to a more restrictive tier by the State or other local COVID-19 conditions change in a manner that puts the public health at increased risk, the Health Officer may reduce or suspend the ability for operation of these services by the lodging facility.
 - a. Gyms or fitness centers. The lodging facility may operate a gym or fitness center so long as it fully complies with the requirements listed in Section (16) of this Appendix C-1 as well as Health Officer Directive Nos. 2020-27 (for outdoor gyms or fitness centers, if applicable) and 2020-31 (for indoor gyms or fitness centers, if applicable), including as those directives are updated in the future. At present, that includes a maximum limit of 25% capacity on any indoor gym or fitness center. Also, any gym or

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fitness center must be staffed by lodging facility personnel at all times that it is open for operation.

- b. Indoor dining. The lodging facility may operate indoor dining so long as it fully complies with the requirements listed in Section (8) of this Appendix C-1 as well as Health Officer Directive No. 2020-16c, including as that directive is updated in the future. At present, that includes a maximum limit of 25% occupancy or 100 people, whichever is lower. For clarity, a lodging facility is not allowed to operate self-serve stations, whether staffed by personnel or not, including buffets or continental breakfast bars.
- ii. The Lodging Facility must have created, posted and implemented a Social Distancing Protocol and must comply with any and all requirements contained in Health Officer Directive No. 2020-29 regarding best practices for lodging facilities, as well as any other relevant Health Officer Directives, including, for example, Directive Nos. 2020-05 and 2020-16c (if food is prepared and sold on-site for take-away or outdoor dining or for indoor dining), Directive No. 2020-17 (if there is a gift-shop or other retail on-site), and Directive Nos. 2020-27 and 2020-31 (if gyms or fitness centers are opened).

(Added September 14, 2020; Revised September 30, 2020, and October 27, 2020; Non-substantive revisions October 20, 2020 and November 3, 2020)

(21) Indoor Movie Theaters

- a. Basis for Addition. Viewing movies or other projected entertainment indoors in an enclosed space involves multiple risk factors, including the nearby seating of groups of people from different Households, the enclosed nature of the space, and the duration of the entertainment. When coupled with strong mitigation measures such as screening of patrons, mandatory use of Face Coverings, avoiding eating, maintaining physical distancing between different groups, and following other protocols, the risks associated with indoor movie theatres can present manageable risks, although avoiding indoor theaters is safer, especially for seniors and those who are vulnerable to complications from COVID-19.
- b. Description and Conditions to Operate. Any facility that projects entertainment onto a large-format screen indoors (an “indoor movie theater”) may operate subject to the following limitations and conditions:
 - i. The indoor movie theater is restricted overall to 25% of the business’s occupancy or 100 people, whichever is lower. If a movie theater complex has multiple individual indoor movie theaters the 25% occupancy limit applies to the complex as a whole and to each individual theater, and the 100-person maximum applies to

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each individual theater. Operators should stagger start and end times to ensure that there is not mixing of patrons in common areas;

- ii. The indoor movie theater facility must screen all patrons and other visitors on a daily basis using the standard screening questions attached to the Order as Appendix A and Attachment A-2 (the “Screening Handout for Non-Personnel”). Screening must occur before people are allowed to enter to prevent the inadvertent spread of the SARS-CoV-2 virus. A copy of the Screening Handout for Non-Personnel must be provided to anyone on request, although a poster or other large-format version of the Screening Handout for Non-Personnel may be used to review the questions with people verbally. Any person who answers “yes” to any screening question is at risk of having the SARS-CoV-2 virus, must be prohibited from entering or being seated in the indoor movie theater, and should be referred for appropriate support as outlined on the Screening Handout for Non-Personnel. The indoor movie theater can use the guidance available online at www.sfcddp.org/screen for determining how best to conduct screening. People who are feeling ill, have exhibited symptoms of COVID-19 within 24 hours of arriving at the indoor movie theater or answer “yes” to any screening must be kept from entry and must cancel or reschedule their ticket. In such cases, patrons must not be charged a cancellation fee or other financial penalty and must be given a full refund;
- iii. The indoor movie theater must keep food and beverage concessions closed (also including vending machines) for now;
- iv. The indoor movie theater must ensure that all Personnel and patrons wear a Face Covering at all times as required by Health Officer Order No. C19-12c, issued on July 22, 2020, including as that order may be amended from time to time, unless the person is specifically exempted from the face covering requirements;
- v. The indoor movie theater must post signs at all entrances notifying patrons of the rules, including the requirement to wear a face covering at all times and that consuming food or drink onsite (including if brought in from outside) is prohibited given the risk associated with removing a face covering when eating or drinking;
- vi. The indoor movie theater must prevent patrons from gathering in common areas and must close lounges, arcades, or other areas designed for casual gathering;
- vii. Patrons must remain outside the indoor movie theater until they are ready to be seated, and the indoor movie theater is prohibited from allowing customers to line up in advance of opening doors for individual showings (which may require the indoor movie theater to space out showings to allow sufficient time for cleaning and seating between shows);
- viii. The establishment must add all COVID-19 related signage to the establishment as required by Sections 4.g and 4.h of the Stay-Safer-At-Home Order. The County

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is making available templates for the signage available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>; and

- ix. Each indoor movie theater must have created, posted, and implemented a Social Distancing Protocol checklist (Appendix A to this Order) and also comply with Health Officer Directive No. 2020-35, including as that directive may be amended from time to time, regarding required best practices for indoor movie theaters.

For clarity, these rules for indoor movie theaters do not allow any of the following to occur, each of which is still prohibited by the Order: indoor bars (except as allowed under Section (8) above for indoor dining) or dance clubs, regardless of whether they use large-format screens as part of their entertainment or décor; indoor social events where large-format screens are used but are not the primary focus of the gathering; live indoor in-person entertainment, including concerts, plays, musicals, ballet, or other artistic events (except as allowed for recording or streaming under the Order); and the operation of any food service bar, beverage bar, or restaurant operated within the indoor movie theater facility or by the indoor movie theaters in an adjoining space.

(Added September 30, 2020; Non-substantive revisions October 20, 2020 and November 3, 2020; Revised October 27, 2020)

(22) Film and Media Productions

- a. Basis for Addition. When capacity is limited and health safety mitigation measures are used, film and media productions involve relatively low contact intensity and number of contacts. Restrictions can be placed to ensure that few inherently risky activities (e.g., singing, shouting, etc.) are involved. And when such activities are involved, additional preventive measures—such as physical distancing, improved ventilation, and surveillance testing—can be used to address the resulting risk. Accordingly, the risk of transmission is relatively low as long as adequate precautions are taken.
- b. Description and Conditions to Operate.
 - 1. Film and Media Productions covered by the September 21, 2020 “COVID-19 Return To Work Agreement With DGA, IATSE, SAG-AFTRA and Teamsters/Basic Crafts” (https://www.sagaftra.org/files/sa_documents/ReturnToWorkAgreement_wAMPTP.pdf) (“Return to Work Agreement”) may operate subject to compliance with all of the terms and conditions set forth in that agreement, except that:
 - i. The cast, crew, and other Personnel on location is limited to the fewest number of Personnel needed (up to a maximum of 25 people in one location); and
 - ii. if the production is complying with the pre-employment testing requirement by using two rapid tests conducted within 48 hours before the start of employment, as provided in Section 2.a.i.(3) of the Return to Work Agreement, the two

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samples must be collected at different times: one 24-48 hours before the start of employment and one within 24 hours before the start of employment.

2. Outdoor Film and Media Productions: Outdoor film and media production that are not covered by the Return to Work Agreement may operate, subject to the following conditions:
 - i. The cast, crew, and other Personnel on location is limited to the fewest number of Personnel needed (up to a maximum of 25 people in one location, subject to clause v below);
 - ii. The film or media production must ensure COVID-19 symptom and exposure screening is completed for all cast, crew, and other Personnel on each day of the production as outlined by the Social Distancing Protocol and its Attachment A-2. Any person who answers “yes” to a screening question must not be permitted to enter the location;
 - iii. Face Coverings must be worn at all times, except (a) as specifically exempted from the Face Covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020, as that order may be amended from time to time, (b) while filming outdoors as long as the person remains at least six feet from other talent, crew, and other Personnel, and the public at all time, or (c) while personal services (e.g., makeup or hair) are being provided, in which case the safety precautions set forth in Section 1.11 of Exhibit A to Health Officer Directive 2020-23b, as that directive may be amended or revised, must be followed;
 - iv. Because singing and playing wind or brass instruments can transmit particles farther in the air than breathing or speaking quietly, singing and playing wind or brass instruments is not allowed outdoors unless (a) the individual is at least 12-feet away from crew, cast, and other Personnel, and public and uses a Face Covering for singing or a mask or other fabric over the wind instrument’s bells or openings where air/sound exit, or (b) the individuals is at least 30 feet from all crew, cast, and other Personnel, and the public; and
 - v. The production must comply with the Social Distancing Requirements set forth in Section 8.o of this Order.
3. Indoor Film and Media Productions: Indoor film and media production that are not covered by the Return to Work Agreement may operate, subject to the following conditions:
 - i. The cast, crew, and other Personnel on location is limited to the fewest number of Personnel needed (up to a maximum of 25 people in one location, subject to clause v below);

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- ii. The film or media production must ensure COVID-19 symptom and exposure screening is completed for all cast, crew, and other Personnel before they enter the location on each day of the production as outlined by the Social Distancing Protocol and its Attachment A-2. Any person who answers “yes” to a screening question must not be permitted to enter the location;
- iii. Except as provided below, Face Coverings must be worn by all cast, crew, and other Personnel at all times:
 - a) Individuals who are specifically exempted from the Face Covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020, as that order may be amended from time to time are excused from the Face Covering requirement;
 - b) Cast members may remove Face Coverings personal services (e.g., makeup or hair) are being provided, in compliance with the safety precautions set forth in Section 1.10 of Exhibit A to Health Officer Directive 2020-30b, as that directive may be amended or revised;
 - c) Cast members may remove Face Coverings while filming if all of the following conditions are met:
 - (1) All other crew and Personnel in the room must wear a non-vented N-95 mask to provide maximum protection;
 - (2) The production must increase ventilation as much as possible, including by implementing at least one of the following ventilation measures:
 - All available windows and doors are kept open (Doors and Windows required to be kept closed for fire/life safety purposes are exempt. Make sure open windows do not create falling hazards especially for children.)
 - HVAC systems fully operational
 - Appropriately sized Portable Air Cleaners

If due to smoke or other conditions the production cannot implement any of those measures for a period of time, face coverings cannot be removed until ventilation measures can be reinstated; and

- (3) The production must adhere to the following testing requirements:
 - If the shoot is scheduled to last one or two days, the cast member(s) who will be removing their Face Coverings must

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receive a negative nucleic acid diagnostic test for COVID-19 within 72 hours before the shoot starts.

- If the shoot is scheduled to last between three and seven days, the cast member(s) who will be removing their Face Coverings must receive a (a) negative nucleic acid diagnostic test for COVID-19 within 72 hours before the shoot starts and (b) a negative nucleic acid diagnostic test or rapid test every other day starting on the third day of the production.
 - If the shoot is scheduled to last more than seven days, the Production must submit a plan to the Health Officer for pre-approval, as discussed below.
 - All testing must be done using tests that are approved by the United States Food and Drug Administration or by the California Department of Public Health.
 - All processing of tests must be conducted by a lab that complies with Health Officer Order No. C19-10 (available online at www.sfdph.org/healthorders), including that the lab must meet the requirements to perform testing classified as high complexity under the Clinical Laboratory Improvement Amendments (“CLIA”) of Section 353 of the Public Health Service Act (including but not limited to having a CLIA waiver to perform such tests). Any lab that processes tests must also submit all results (not just positive results) via the State of California’s California Reportable Disease Information Exchange (“CalREDIE”) system or any replacement to that system adopted by the State of California.
 - The production must maintain a log of testing for all cast members who will be removing their Face Coverings, including name, date tested, type of test, and test result. The log must be retained for 12 months and be made available to SFDPH upon request.
- iv. High touch surfaces must be cleaned and disinfected frequently using procedures effective against the Novel Coronavirus SARS-CoV-2 in accordance with CDC guidelines (<https://www.cdc.gov/coronavirus/2019-ncov/community/cleaning-disinfecting-decision-tool.html>).
- v. The production must comply with the Social Distancing Requirements set forth in Section 8.o of this Order.

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- vi. Because singing and playing wind or brass instruments can transmit particles farther in the air than breathing or speaking quietly, filming of cast singing or playing a wind or brass instrument is prohibited unless the individual is in an isolation booth or in a separate room and the camera is operated remotely. Sufficient ventilation of the space being used must occur for at least 15 minutes before other Personnel enter the space.
- vii. Productions may have craft service and catering at indoor locations, subject to the following requirements:
 - a) The production must notify cast, crew, and other Personnel that they are strongly encouraged to take food items to-go and eat outside or in areas away from other people and at least six feet apart from each other;
 - b) Where feasible, productions should provide an outdoor area where cast, crew, and other Personnel can eat their meals at least six feet apart from each other;
 - c) Seating in areas designated for eating must be at least 6 feet apart;
 - d) In areas designated for eating, the production must limit the number of people in those spaces to the lesser of 20% of the maximum occupancy or the number of people who can safely maintain at least six feet of distance from each other at all times;
 - e) No buffets of self-serve food and beverage stations are allowed—only individually boxed meals and snacks may be offered; and
 - f) Productions should consider staggering meals to lessen the number of people eating in the same area.

Companies that wish to proceed with productions that deviate from these conditions may submit to the Health Officer a proposed plan detailing the sanitation, social distancing, ventilation, testing, health screening, and other procedures (for example, creating quarantine bubbles) that will be implemented to minimize the risk of transmission among participants. Plans must be submitted to HealthPlan@sfcityatty.org. Subject to the advance written approval of the Health Officer or the Health Officer's designee, the production may then proceed consistent with the approved plan.

(Added November 3, 2020)

[Revised November 3, 2020]

(23) Real Estate Showings

- a. Basis for Addition. Real estate agents, escrow agents, and other service providers that facilitate real estate transactions, such as home sales, apartment rentals, and commercial properties, are essential workers. Although virtual tours are the best way to minimize virus transmission, in-person showings do not involve any inherently risky activities (e.g., singing, shouting, eating, drinking, etc.). Accordingly, such in-person showings can be relatively low risk as long as mitigation measures, such as screening of participants, mandatory use of Face Coverings, maintaining physical distancing, and increasing ventilation, are followed.
- b. Description and Conditions to Operate. Real estate agents are allowed to show residential properties for rent or sale. Tours should be conducted virtually whenever feasible. When in-person showings are necessary, they are permitted under the following conditions:
 - i. Appointments for showings must be scheduled in advance;
 - ii. Face Coverings must be worn at all times, except (1) as specifically exempted from the Face Covering requirements in Health Officer Order No. C19-12c, issued on July 22, 2020, as that order may be amended from time to time;
 - iii. All people participating in the showings must maintain social distancing of at least six feet from everyone who is not part of their own Household;
 - iv. The real estate agent must ensure COVID-19 symptom and exposure screening is completed for all participants on the day of the showing before coming in to the unit as outlined by the Social Distancing Protocol and its Attachment A-2. Any person who answers “yes” to a screening question must not be permitted to enter;
 - v. The real estate agent must introduce fresh outside air, for example by opening doors/windows, weather permitting, and operating ventilation systems; and
 - vi. Participants must follow the requirements of the State’s COVID-19 Industry Guidance for Real Estate Transactions, available at <https://covid19.ca.gov/pdf/guidance-real-estate.pdf>.

(Added November 3, 2020)

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[Revised November 3, 2020]

A. General Requirements

The “Additional Activities” listed below may resume, subject to the requirements set forth in the Order and to any additional requirements set forth below or in separate guidance by the Health Officer. These activities were selected based on current health-related information, the risk criteria set forth in Section 3 of the Order, and the overall impact that allowing these activities to resume will have on mobility and volume of activity in the County.

The health-related basis for selection of Additional Activities and the specific requirements for risk mitigation are summarized below. The bases for the additions were amended on July 13, 2020, to reflect an updated and refined analysis under the risk criteria set forth in Section 3 of the amended Order.

Activities that are permitted to operate outdoors may, subject to any applicable permit requirements, conduct their operations under a tent, canopy, or other sun or weather shelter, but only as long as no more than one side is closed, allowing sufficient outdoor air movement. Also, the number and composition of barriers used for all outdoor shelters must allow the free flow of air in the breathing zone consistent with guidance from the Department of Public Health.

On August 28, 2020 the State adopted a new four-tiered, color-coded framework to guide reopening statewide. Basic information about the State’s tiered system is available online at <https://covid19.ca.gov/safer-economy/>. Counties can be more restrictive than this State framework. Beginning on October 20, 2020, the County’s risk of COVID-19 community transmission has been designated to be in the minimal (yellow) tier (the least restrictive tier, or the “Yellow Tier”). If the County is later returned to a more restrictive tier by the State or other local COVID-19 conditions change in a manner that puts the public health at increased risk, the Health Officer may reduce or suspend activities allowed under this Appendix.

B. List of Additional Activities

For purposes of the Order, Additional Activities include the following based on the summarized health risk related rationale:

(1)	Outdoor Museums, Outdoor Historical Sites, and Outdoor Public Gardens	2
(2)	Outdoor Recreation: Golf and Tennis	3
(3)	Outdoor Recreation: Dog Parks	4
(4)	Small Outdoor Gatherings	5
(5)	Libraries for Curbside Pickup and Return	6
(6)	Outdoor Recreation: Other Outdoor Recreation and Athletic Activities.....	7
(7)	Outdoor Recreation: Outdoor Swimming Pools	7
(8)	Drive-In Gatherings	8
(9)	Religious Activities.....	9

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(10)	Political Activity	11
(11)	Outdoor Playgrounds	13

(1) Outdoor Museums, Outdoor Historical Sites, and Outdoor Public Gardens

- a. **Basis for Addition.** Personnel and visitors can wear Face Coverings and maintain at least six feet of physical distance from people in different Households at all times. No inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) are involved. And outdoor activities are safer than indoor activities. Finally, the number, frequency and proximity of contacts can be minimized through capacity limitations and the risk of virus transmission can be reduced through other health protocols.
- b. **Description and Conditions.** Outdoor museums, outdoor historical sites, and outdoor public gardens (for example, the Botanical Gardens and Japanese Tea Garden may reopen to the public—and individuals may leave their residence and travel to visit these locations—subject to the following conditions:
 1. Only outdoor spaces may be open to the public, except for restrooms as provided below.
 2. Face Coverings must be worn by all staff and visitors, subject to the limited exceptions in Health Officer Order No. C19-12c (e.g., for young children), including as that order is amended in the future;
 3. Physical distancing of at least six-feet must be maintained at all times other than between members of the same Household;
 4. Other than picnic tables, which may be available for use with signs instructing patrons to clean them before and after use, common high-touch equipment and fixtures must be off-limits, with signage and with physical barriers as appropriate;
 5. Public restrooms, if any, must
 - a. be routinely disinfected frequently throughout the day,
 - b. have open doors to prevent touching of door handles or knobs,
 - c. have soap and paper towels, and
 - d. have signs promoting handwashing;
 6. The museum, outdoor historical site, or outdoor public garden must provide for contactless payment systems or, if not feasible, sanitize any payment systems, including touch screens, payment portals, pens, and styluses, after each customer use. Under San Francisco’s Legal Tender Law, customers must be allowed to pay with cash but to further limit person-to-person contact, Personnel should encourage customers to use credit, debit, or gift cards for payment;
 7. Signage must be posted at each public entrance to inform all personnel and customers that they must not enter if they are experiencing COVID-19 symptoms (list the

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symptoms in the San Francisco COVID-19 Health Screening Form for non-personnel (Attachment A-2), maintain a minimum six-foot distance from one another while in the facility or location, wear a Face Covering at all times, and not shake hands or engage in any unnecessary physical contact (sample signs are available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>);

8. Any on-site retail stores (e.g., gift shops) may operate for curbside/outdoor pickup only, and must do so in compliance with Appendix C-1 of this Order and Health Officer Directive 2020-10b (available at <https://www.sfdph.org/directives>);
9. Before resuming operations, outdoor museums, outdoor historical sites, and outdoor public gardens must prepare, post, implement, and distribute to their Personnel a Social Distancing Protocol checklist as required by Appendix A of the Order and a written health and safety plan that addresses all best practices listed in Section 1.b of this Appendix.

For clarity, this section does not apply to outdoor zoos, which are covered under Section 12 of Appendix C-1.

(Added May 17, 2020; revised June 1, 2020 and November 3, 2020; Non-substantive revisions on July 13, 2020)

(2) Outdoor Recreation: Golf and Tennis

- a. Basis for Addition. Non-contact outdoor sports like tennis and golf involve a low number of contacts and a high proximity of contact, as long as the groups engaged in play together are small, maintain required physical distance, and do not share equipment among different Households. Also, interactions and activities that occur outdoors carry a lower risk of transmission than most indoor interactions and activities. And the risk of transmission can be further mitigated by sanitation and hygiene practices. Finally, because outdoor recreation is already allowed under the Order, resumption of this activity is expected to result in only a relatively modest increase in mobility and may decrease congestion in other outdoor locations like public parks and beaches.
- b. Description and Conditions. Individuals may play tennis and golf outdoors, and outdoor tennis and golf facilities/clubs may open, subject to the following conditions:
 1. Face Coverings must be worn by all golf and tennis facility/club Personnel, subject to the limited exceptions in Health Officer Order No. C19-12c (e.g., for young children), including as that order is amended in the future;
 2. All golf and tennis players must wear a Face Covering while in facility/club parking lots, when entering and exiting facilities/clubs, and while waiting to play—Face Coverings may be removed during play if nobody from a different Household is within 30 feet of the player;

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3. For golf, groups must be limited to a maximum of four players per group, unless all players within the group are part of a single Household. Groups of players from different Households must comply with the State of California under its Stay-Safer-At Home Order;
4. No more than two Households may play tennis together at any one time, and members of separate Households cannot have contact with each other and must remain at least six feet apart at all times; and
5. Before resuming operations, each golf or tennis facility/club must create, post and implement a Social Distancing Protocol checklist (Appendix A to this Order) and comply with Health Officer Directive No. 2020-15 regarding required best practices for tennis and golf.

(Added June 1, 2020; Non-substantive revisions July 13, 2020; Revised September 1, 2020)

(3) Outdoor Recreation: Dog Parks

- a. Basis for Addition. Although taking a dog to a dog park may involve mixing of Households, individuals can wear Face Coverings at all times and maintain at least six feet of physical distance from members of other Households except for short interactions. No inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) are involved. Also, outdoor activities carry a lower risk of transmission than indoor interactions and activities, and risk of transmission can be reduced through health protocols.
- b. Description and Conditions. Individuals may take their dogs to dog parks (both enclosed and unenclosed), and all dog parks may open, subject to the following conditions:
 1. Face Coverings must be worn by all people in the dog park, subject to the limited exceptions in Health Officer Order No. C19-12c (e.g., for young children), including as that order is amended in the future;
 2. The Centers for Disease Control and Prevention (CDC) has advised that “[u]ntil we learn more about how this virus affects animals,” owners should “treat pets as you would other human family members to protect them from a possible infection.” Specifically, the CDC recommends that pet owners: “Do not let pets interact with people or other animals outside the household,” “Walk dogs on a leash, maintaining at least 6 feet (2 meters) from other people and animals,” and “Avoid dog parks or public places where a large number of people and dogs gather.” Accordingly, pet owners are urged to use on-leash dog parks or keep their dogs on a leash, particularly if the dog is not under voice control—pet owners who choose to let their dogs be off leash in an off-leash dog park should prevent their dog from interacting with other people or animals to the greatest extent feasible;
 3. People in the dog park should maintain at least six feet of physical distance from people or animals other than those in their same Household;

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4. People must bring their own water for themselves and their pets, and must not use common touch water facilities in the park;
5. People must use their sleeve or a disposable cloth to touch high-touch surfaces like gates;
6. People should bring their own bags for picking up and disposing of pet waste;
7. Signage must be posted at each dog park to inform people that they must: avoid entering the location if they have a cough or fever, maintain a minimum six-foot distance from one another, wear a Face Covering at all times, and not shake hands or engage in any unnecessary physical contact (sample signs are available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>); and
8. People must follow any other rules and regulations adopted by the operator of the dog park.

(Added June 1, 2020; Non-substantive revisions July 13, 2020)

(4) Small Outdoor Gatherings

- a. Basis for Addition. As provided in Section 4.f of the Order, gatherings among different Households are strongly discouraged to help prevent the spread of COVID-19, and larger gatherings pose higher risks. Although small outdoor gatherings involve mixing of Households, individuals can wear Face Coverings at all times, except when eating and drinking, and maintain at least six feet of physical distance from others outside their Household at all times. Inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) can be—and are strongly urged to be—minimized to the greatest extent possible. Also, outdoor activities carry a lower risk of transmission than indoor interactions and activities, and risk of transmission can be reduced through health protocols.
- b. Description and Conditions. As further provided in Section 3.a of the Order, all people are strongly encouraged to continue staying safe at home and minimizing unnecessary interactions with others to the maximum extent possible. But individuals may participate in small outdoor gatherings—including for ceremonies, religious services, and other special purposes—subject to the following conditions:
 1. No more than three different Households up to a maximum of six people in total between all Households, may participate in a gathering that involves eating or drinking somewhere other than a dining establishment, unless all are members of the same Household;
 2. No more than three different Households up to a maximum of 25 people in total between all Households, may participate in any other outdoor gathering under this section, unless all are members of the same Household.

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[Revised November 3, 2020]

3. Unless eating or drinking in a group of six people or fewer, participants outside of the same Household must remain at least six feet apart from each other. Participants must otherwise follow all Social Distancing Requirements (Section 8.o of the Order), and wear Face Coverings unless eating, drinking, or exempted from wearing a Face Covering under Health Officer Order No. C19-12c (the Face Covering Order); and
4. Participants and hosts of small outdoor gatherings must comply with Health Officer Directive No. 2020-19b regarding required best practices for small outdoor gatherings and with the health guidelines for safer interactions set forth in the Tip Sheet for Safer Interactions During COVID-19 Pandemic, posted at: www.sfgdcp.org/communicable-disease/diseases-a-z/covid19whatsnew.

For clarity, this section does not allow contact sports (e.g., football or boxing) or games with shared equipment (e.g. Frisbee, baseball, or playing catch) to resume among members of different Households. This section does not apply to outdoor religious or political protest gatherings, which are covered by Sections 9 and 10, below. This section does not apply to limit gatherings that are otherwise allowed under the Order or any Health Officer directive providing industry-specific guidance. Also, the size number limits for the various types of gatherings do not apply to gatherings of people (including participants and hosts) solely from a single Household. Indoor social gatherings among different Households are not allowed at this time.

(Added June 11, 2020; Non-substantive revisions July 13, 2020 and September 14, 2020; Revised October 20, 2020)

(5) Libraries for Curbside Pickup and Return

- a. Basis for Addition. Personnel and patrons can wear Face Coverings at all times and maintain at least six feet of physical distance except for brief interactions (e.g., while picking up items). Patrons interact only with a small number of individuals from other Households, and although Personnel are interacting with a moderate number of people, the duration of those interactions are low and safety limitations can ensure adequate social distancing and decrease the risk of virus transmission. In addition, interactions can occur outdoors, which further decreases risk.
- b. Description and Conditions to Operate. Libraries may open for curbside/outside pickup and drop off of items, and approved by the City Administrator. All Personnel and patrons must comply with Social Distancing Requirements—including the requirement to maintain at least six feet of physical distance—and wear a Face Covering at all times, subject to the limited exceptions in Health Officer Order No. C19-12c (e.g., for young children), as that order may be amended from time to time.

(Added July 20, 2020)

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[Revised November 3, 2020]

(6) Outdoor Recreation: Other Outdoor Recreation and Athletic Activities

- a. Basis for Addition. Non-contact recreational and athletic activities such as pickleball, lawn bowling, bocce ball and frisbee have low-to-moderate levels of transmission risk. Participants can wear Face Coverings and maintain at least six feet of physical distance at all times, and outdoor activities are safer than indoor interactions.
- b. Description and Conditions. Beginning at 9:00 a.m. on September 1, 2020, non-contact recreational and athletic activities with members of other Households may occur, subject to the following conditions:
 1. No more than two Households may engage in these recreational and athletic activities together at any one time;
 2. No equipment (except balls, frisbees, or other similar recreational projectiles) may be shared between Households;
 3. All recreational and athletic activities with members of another Household must occur entirely outdoors;
 4. Members of separate Households cannot have contact with each other and must remain at least six feet apart at all times;
 5. Pickleball is allowed under this section, provided that operators of facilities and players must follow the same guidelines that apply to Tennis Facilities under Health Officer Directive No. 2020-15b; and
 6. Face Coverings must be worn at all times, subject to the limited exceptions in Health Officer Order No. C19-12c, issued on July 22, 2020 (e.g., for young children).

(Added September 1, 2020)

(7) Outdoor Recreation: Outdoor Swimming Pools

- a. Basis for Addition. Outdoor swimming pools have few high-touch surfaces and do not require shared equipment. Risks associated with outdoor swimming pools can be substantially mitigated with limitations to ensure adequate social distancing and limit intermixing between Households.
- b. Description and Conditions. Beginning at 9:00 a.m. on September 1, 2020, individuals may use outdoor swimming pools, and outdoor swimming pools may open and operate, subject to the following conditions:
 1. Lap swimming must be limited to one swimmer per lane, except that members of the same Household may occupy a single lane;
 2. Use of shared swimming areas must be limited to no more than two swimmers from different Households per 300 square feet of shared pool space;

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3. Except for members of the same Household, swimmers must remain at least six feet apart at all times;
4. Locker rooms must be closed to the public, except for use as a restroom;
5. All gatherings are prohibited outside the pool, such as on pool decks, except (1) as expressly provided in Section 7, below, or Section 9 of Appendix C-1; and (2) members of a Household may observe a child or other person swimming to ensure safety and supervision; and
6. Before resuming operations, each outdoor swimming pool must create, post and implement a Social Distancing Protocol and comply with the relevant provisions of Health Officer Directive No. 2020-24.

(Added September 1, 2020)

(8) Drive-In Gatherings

- a. Basis for Addition. Drive-In Gatherings, such as drive-in movies, where all individuals remain in vehicles with members of their Household involve low contact intensity and frequency. Inherently risky activities (e.g., singing, shouting, eating, drinking, etc.) can and are strongly urged to be minimized to the greatest extent possible. Also, outdoor activities carry a lower risk of transmission than indoor interactions and activities, and risk of transmission can be reduced through health protocols.
- b. Description and Conditions. Drive-in gatherings, where participants stay in their vehicles, are permitted subject to the following conditions:
 1. All Drive-In Gatherings must be provided entirely outdoors in an area large enough to accommodate all distancing requirements of this Directive;
 2. Each Drive-In Gathering is limited to a maximum of 100 vehicles;
 3. Participants must remain within the bounds of the four wheels of their vehicle at all times except to use the restroom or during an emergency;
 4. Face Coverings must be worn at all times a participant is outside the bounds of their vehicle or inside or sitting on the vehicle unless the participant is inside the vehicle and all windows are closed, in accordance with Health Officer Order C19-12c issued July 22, 2020 and as it may be amended (the “Face Covering Order”); and
 5. Before hosting a Drive-In Gathering, the Host must create, post and implement a Social Distancing Protocol and comply with the relevant provisions of Health Officer Directive No. 2020-28.

(Added September 14, 2020)

[Revised November 3, 2020]

(9) Religious Activities

- a. Basis for Addition. In an effort to balance core First Amendment interests with public health, the Health Officer is creating special provisions for faith-based services and ceremonies. Even with adherence to physical distancing and face covering requirements, bringing members of different households together to engage in in-person religious gatherings carries a higher risk of widespread transmission of COVID-19. Such gatherings may result in increased rates of infection, hospitalization, and death, especially among more vulnerable populations. Therefore, even though in-person religious gatherings are allowed by this provision, with safety limitations, it is strongly recommended that individuals use alternative means to practice their faith for the time being, such as the many online and broadcasting platforms available in the digital age, in place of in-person gatherings.
- b. Description and Conditions to Operate.
 1. Individual indoor prayer in houses of worship: [Section Superseded]
 2. Outdoor Religious Gatherings: Houses of worship and operators of other facilities or groups may hold outdoor gatherings for the practice of religion, including religious services and religious ceremonies, subject to the following conditions:
 - i. Prior to being placed in the Orange Tier by the State, no more than 100 individuals may participate in the gathering and simultaneous gatherings in the same location or vicinity are prohibited. Once the County was placed in the Orange Tier, this maximum limit is increased to 200 individuals per gathering. If the County is later returned to a more restrictive tier by the State or other local conditions change in a manner that puts the public health at risk, the Health Officer may reduce the limit on the number of people or impose other safety restrictions. Also, for any gathering allowed under this section, the limit must be reduced below 100 people (or 200 people, if applicable) if required due to the size of the outdoor space and participants' ability to follow Social Distancing Requirements at all times;
 - ii. Participants must maintain at least six feet of distance from members of different households;
 - iii. All participants must wear a face covering, subject to the limited exceptions in Health Officer Order No. C19-12c (e.g., for young children); and
 - iv. No food or beverages may be served or sold;
 - v. One individual at a time may sing, chant, or shout, provided: (1) the person singing, chanting, or shouting is at least 12-feet from any other person; and (2) the person singing, chanting, or shouting is wearing a Face Covering at all times;
 - vi. No sharing or common use of objects or equipment is permitted unless those objects or equipment are sanitized with cleaning products effective against COVID-19 in between uses by members of different households;

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- vii. The gathering must comply with all of the relevant requirements set forth in Health Officer Directive No. 2020-19c regarding outdoor gatherings; and
 - viii. All participants must comply with any requirements—including permitting requirements and conditions—imposed by applicable public authorities.
3. Gatherings for Indoor Religious Services and Cultural Ceremonies: Houses of worship and operators of other facilities or groups may hold indoor gatherings for the practice of religion, including religious services and religious and cultural ceremonies, such as weddings and funerals, subject to the following conditions:
- i. Prior to being placed in the Orange Tier by the State, the facility must limit the number of people, including Personnel, clergy, volunteers, visitors, and participants, who are present in the space to the **lesser** of: (1) 25% of the facility's normal maximum occupancy or (2) 50 people. Once the County was placed in the Orange Tier, this maximum limit is increased to the **lesser** of 25% of the facility's normal maximum occupancy or 100 people. If the County is later returned to a more restrictive tier by the State or other local conditions change in a manner that puts the public health at risk, the Health Officer may reduce this limit or impose other safety restrictions. Also, for any gathering allowed under this section, the limit must be reduced below 50 people (or 100 people, if applicable) if required due to the size of the indoor space and participants' ability to follow Social Distancing Requirements at all times. These capacity limits also apply to any individual room within the facility where people can gather;
 - ii. The facility must comply with all of the requirements set forth in Health Officer Directive No. 2020-34, issued September 30, 2020, including as that directive is amended or updated in the future, with such requirements including, but not limited to, ensuring physical distancing between members of different Households, posting signage to remind people to adhere to best practices, ensuring adequate ventilation in accordance with updated DPH guidance, and various cleaning and sanitation requirements;
 - iii. The facility must screen all patrons and other visitors on a daily basis using the standard screening questions attached to the Order as Appendix A and Attachment A-2 (the "Screening Handout"). Screening must occur before people are allowed to enter to prevent the inadvertent spread of the SARS-CoV-2 virus. A copy of the Screening Handout must be provided to anyone on request, although a poster or other large-format version of the Screening Handout may be used to review the questions with people verbally. Any person who answers "yes" to any screening question is at risk of having the SARS-CoV-2 virus, must be prohibited from entering or being seated in the facility, and should be referred for appropriate support as outlined on the Screening Handout. The facility can use the guidance available online at www.sfdph.org/screen for determining how best to conduct screening. People who are feeling ill, have exhibited symptoms of COVID-19 within 24 hours of

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arriving at the facility or answer “yes” to any screening must be kept from entry;

- iv. All participants must wear a Face Covering, subject to the limited exceptions in Health Officer Order No. C19-12c (e.g., for young children). A Face Covering is not required: when eating or drinking; or if a faith leader determines it is essential to a ritual or ceremony that Face Coverings be removed, subject to limitations listed in the directive; and
- v. The facility must comply with the Social Distancing Requirements set forth in Section 15.k of this Order—and create, post, and implement a Social Distancing Protocol (Appendix A of this Order).

(Added September 14, 2020; Revised September 30, 2020; Non-substantive revisions October 20, 2020)

(10) Political Activity

- a. Basis for Addition. In an effort to balance core First Amendment interests with public health, the Health Officer is creating special provisions for political activities. Even with adherence to physical distancing and face covering requirements, bringing members of different households together to engage in in-person protests carries a higher risk of widespread transmission of COVID-19. Such gatherings may result in increased rates of infection, hospitalization, and death, especially among more vulnerable populations. In particular, activities like chanting, shouting, singing, and group recitation negate the risk-reduction achieved through six feet of physical distancing and face covering. Therefore, even though in-person political protests are allowed by this provision, with safety limitations, it is strongly recommended that individuals use alternative means of expression for the time being, such as the many online and broadcasting platforms available in the digital age, in place of in-person gatherings.
- b. Description and Conditions to Operate.
 - 1. Individual indoor political offices: A single individual may be inside a campaign office or other political office, subject to the following conditions:
 - i. Only one person may be in the office or facility at a time except as outlined in this section b.1.
 - ii. One other individual at a time may temporarily come into the office or facility, such as for a brief meeting or to pick up or drop off materials.
 - iii. All individuals in the facility must wear a Face Covering as required by Health Officer Order No. C19-12c, subject to the limited exceptions in that order;
 - iv. Doors and windows must be left open to the extent possible, or mechanical ventilation systems must be run, to increase ventilation;

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- v. The facility must establish protocols for frequent cleaning and disinfection of commonly used surfaces and high traffic areas such as lobbies, hallways, and offices;
 - vi. Signage must be posted at each public entrance to inform all individuals that they must: avoid entering the location if they have a cough or fever, maintain a minimum six-foot distance from one another while in the facility or location, wear a Face Covering at all times, and not shake hands or engage in any unnecessary physical contact (sample signs are available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>); and
 - vii. The facility or office must comply with the Social Distancing Requirements set forth in Section 15.k of this Order—and create, post and implement a Social Distancing Protocol (Appendix A of this Order).
2. Political Protest Gatherings: Facilities and groups may hold outdoor gatherings for in-person political protests, subject to the following conditions, subject to the following conditions:
- i. Prior to being placed in the Orange Tier by the State, no more than 100 individuals may participate in the gathering and simultaneous gatherings in the same location or vicinity are prohibited. Once the County was placed in the Orange Tier, this maximum limit is increased to 200 individuals per gathering. If the County is later returned to a more restrictive tier by the State or other local conditions change in a manner that puts the public health at risk, the Health Officer may reduce the limit on the number of people or impose other safety restrictions. Also, for any gathering allowed under this section, the limit must be reduced below 100 people (or 200 people, if applicable) if required due to the size of the outdoor space and participants' ability to follow Social Distancing Requirements at all times;
 - ii. Participants must maintain at least six feet of distance from members of different households;
 - iii. All participants must wear a Face Covering, subject to the limited exceptions in Health Officer Order No. C19-12c (e.g., for young children); and
 - iv. No food or beverages may be served or sold;
 - v. One individual at a time may sing, chant, or shout, provided: (1) the person singing, chanting, or shouting is at least 12-feet from any other person; and (2) the person singing, chanting, or shouting is wearing a Face Covering at all times;
 - vi. No sharing or common use of objects or equipment is permitted unless those objects or equipment are sanitized with cleaning products effective against COVID-19 in between uses by members of different households;
 - vii. The gathering must comply with all of the relevant requirements set forth in Health Officer Directive No. 2020-19c regarding outdoor gatherings; and

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- viii. All participants must comply with any requirements—including permitting requirements and conditions—imposed by applicable public authorities.

(Added September 14, 2020; Revised September 30, 2020; Non-substantive revisions October 20, 2020)

(11) Outdoor Playgrounds

- a. Note. In relation to the September 14, 2020 version of the Order, the Health Officer committed to work with the City’s Recreation and Park Department and others to analyze whether outdoor playgrounds could be opened in a safer manner. On September 25, 2020 the State issued written clarification that outdoor playgrounds (as well as indoor playgrounds) must remain closed under the Red Tier and Orange Tier, putting those plans on pause. On September 28, 2020, following input from the City, the State changed its guidance to allow outdoor (but not indoor) children’s playgrounds operated by government agencies to open, subject to a number of safety requirements and recommendations. The State’s guidance is available online at <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/Outdoor%20Playgrounds%20and%20other%20Outdoor%20Recreational%20Facilities.aspx>.

As a result, consistent with the recently revised State guidance and in cooperation with the Recreation and Park Department, the Health Officer issued a new directive, Health Officer Directive No. 2020-36, setting forth best practices for outdoor public playgrounds. Those playgrounds may now be open in compliance with the safety requirements set forth in the new directive.

(Added September 30, 2020; Revised November 3, 2020)



DIRECTIVE OF THE HEALTH OFFICER No. 2020-28b

**DIRECTIVE OF THE HEALTH OFFICER OF
THE CITY AND COUNTY OF SAN FRANCISCO REGARDING REQUIRED BEST
PRACTICES FOR DRIVE-IN GATHERINGS**

(PUBLIC HEALTH DIRECTIVE)

DATE OF DIRECTIVE: November 3, 2020

By this Directive, the Health Officer of the City and County of San Francisco (the “Health Officer”) issues industry-specific direction that businesses offering drive-in gatherings as described below, must follow as part of the local response to the Coronavirus Disease 2019 (“COVID-19”) pandemic. This Directive constitutes industry-specific guidance as provided under Sections 4e and 11 and Appendix C-2 of Health Officer Order No. C19-07m issued on November 3, 2020 (the “Stay-Safer-At-Home Order”) and, unless otherwise defined below, initially capitalized terms used in this Directive have the same meaning given them in that order. This Directive goes into effect immediately upon issuance, and remains in effect until suspended, superseded, or amended by the Health Officer. This Directive has support in the bases and justifications set forth in the Stay-Safer-At-Home Order. As further provided below, this Directive automatically incorporates any revisions to the Stay-Safer-At-Home Order or other future orders issued by the Health Officer that supersede that order or reference this Directive. This Directive is intended to promote best practices as to Social Distancing Requirements and sanitation measures, helping prevent the transmission of COVID-19 and safeguard the health of workers, customers, and the community.

**UNDER THE AUTHORITY OF CALIFORNIA HEALTH AND SAFETY CODE
SECTIONS 101040, 101085, AND 120175, THE HEALTH OFFICER DIRECTS AS
FOLLOWS:**

1. This Directive applies to all owners, operators, managers, and supervisors (“Drive-In Gathering Hosts”) of any business hosting Drive-In Gatherings, as set forth in Section 8 of Appendix C-2 the Stay-Safer-At-Home Order.
2. Attached as Exhibit A to this Directive is a list of best practices that apply to Drive-In Gatherings and Drive-In Gathering Hosts (the “Best Practices”). Each Drive-In Gathering Host must comply with all of the relevant requirements listed in the Best Practices.
3. Attached as Exhibit B to this Directive is a list of other best practices regarding gatherings titled “Tips and Frequently Asked Questions for Gatherings” (the “Tip Sheet”) issued by the Department of Public Health. Each Drive-In Gathering Host must comply with all of the relevant requirements listed in the Tip Sheet, including as that document is updated or revised. Each Drive-In Gathering Host should regularly check online for an update to the Tip Sheet by going to www.sfcdep.org/gatheringtips.
4. Each Drive-In Gathering Host, before it begins to host or operate a Drive in Gathering, or allow Personnel onsite, must create, adopt, and implement a written health and safety plan (a “Health and Safety Plan”). The Health and Safety Plan must be substantially in the form attached to this Directive as Exhibit C.



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5. If an aspect, service, or operation of the Drive-In Gathering is also covered by another Health Officer directive (all of which are available at www.sfdph.org/directives), then the Drive-In Gathering Host must comply with all applicable directives, and it must complete all relevant Health and Safety Plan forms.
6. Each Drive-In Gathering Host must (a) make the Health and Safety Plan available to a customer and Personnel on request, (b) provide a summary of the Health and Safety Plan to all Personnel working on site or otherwise in the City in relation to its operations, and (c) post the Health and Safety Plan at each entrance to any physical business site within the City. Also, each Drive-In Gathering Host must provide a copy of the Health and Safety Plan and evidence of its implementation to any authority enforcing this Directive upon demand.
7. Each Drive-In Gathering Host subject to this Directive must provide items such as Face Coverings (as provided in Health Order No. C19-12c issued on July 22, 2020, and any future amendment to that order), hand sanitizer or handwashing stations, or both, and disinfectant and related cleaning supplies to Personnel, all as required by the Best Practices. If any such Drive-In Gathering Host is unable to provide these required items or otherwise fails to comply with required Best Practices or fails to abide by its Health and Safety Plan, then it must cease operating until it can fully comply and demonstrate its strict compliance. Further, as to any non-compliant Drive-In Gathering Host, any such Drive-In Gathering is subject to immediate closure and the fines and other legal remedies described below, as a violation of the Stay-Safer-At-Home Order.
8. For purposes of this Directive, "Personnel" includes all of the following people who provide goods or services associated with a Drive-In Gathering: employees; contractors and sub-contractors (such as those who sell goods or perform services onsite or who deliver goods for the business); independent contractors; vendors who are permitted to sell goods onsite; volunteers; and other individuals who regularly provide services onsite at the request of the Drive-In Gathering Host. "Personnel" includes "gig workers" who perform work via the business's app or other online interface, if any.
9. This Directive and the attached Best Practices may be revised by the Health Officer, through revision of this Directive or another future directive or order, as conditions relating to COVID-19 require, in the discretion of the Health Officer. Each Drive-In Gathering Host must stay updated regarding any changes to the Stay-Safer-At-Home Order and this Directive by checking the Department of Public Health website (www.sfdph.org/directives) regularly.
10. Implementation of this Directive augments—but does not limit—the obligations of each Drive-In Gathering Host under the Stay-Safer-At-Home Order including, but not limited to, the obligation to prepare, post, and implement a Social Distancing Protocol under Section 4.d and Appendix A of the Stay-Safer-At-Home Order. The Drive-In Gathering Host must follow these industry-specific Best Practices and update them as necessary for the duration of this Directive, including, without limitation, as this Directive is amended or extended in writing by the Health Officer and consistent with any extension of the Stay-Safer-At-Home Order, any other order that supersedes that order, and any Health Officer order that references this



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Directive.

This Directive is issued in furtherance of the purposes of the Stay-Safer-At-Home Order. Where a conflict exists between this Directive and any state, local, or federal public health order related to the COVID-19 pandemic, including, without limitation, the Social Distancing Protocol, the most restrictive provision controls. Failure to carry out this Directive is a violation of the Stay-Safer-At-Home Order, constitutes an imminent threat and menace to public health, constitutes a public nuisance, and is a misdemeanor punishable by fine, imprisonment, or both.

A handwritten signature in blue ink that reads "Tomás Aragón".

Tomás J. Aragón, MD, DrPH,
Health Officer of the
City and County of San Francisco

Date: November 3, 2020



Exhibit A to Health Officer Directive No. 2020-28b (issued 11/3/2020)

Best Practices for Drive-In Gathering Hosts

In addition to preparing, posting, and implementing the Social Distancing Protocol (Appendix A of Health Officer Order No. C19-07m, including as that Order is updated in the future), each Drive-in Gathering Host that operates in the City must comply with each requirement listed below and prepare a Health and Safety Plan substantially in the format of Exhibit B, below.

1. Section 1 – General Requirements for Drive-In Gatherings:

- 1.1.** All Drive-In Gatherings must be provided entirely outdoors in an area large enough to accommodate all distancing requirements of this Directive. Drive-In Gatherings may not be provided in closed or semi-closed parking structures unless, for example, the Drive-In Gathering occurs entirely on the top floor of a parking structure that has no roof or ceiling above it.
- 1.2.** Each Drive-In Gathering is limited to a maximum of 100 vehicles. But if the space used for a gathering cannot accommodate 100 vehicles while meeting all distancing requirements of this Directive, then fewer vehicles are allowed. Each Drive-In Gathering must be limited to 4 hours in duration.

- 1.2.1.** Tickets or invitations to a Drive-In Gathering must be sold or issued before a gathering begins, onsite box-office sales are prohibited. Hosts are strongly encouraged to use online or touchless reservation, payment, and ticketing systems. Participants must be informed during the ticketing or reservation process of their obligation to stay home if they are experiencing or have experienced any COVID-19 symptoms during the preceding 24 hours. For the current list of symptoms, please go to www.sfgdcp.org/covid19symptoms. At the time of issuance of this Directive, the symptoms include the following:

For adults (individuals 18 years or older): temperature greater than 100.4F (38.0C); chills or repeated shaking/shivering; cough; sore throat; shortness of breath or difficulty breathing; feeling unusually weak or fatigued; loss of smell or taste; muscle or body aches; headache; runny or congested nose; diarrhea; nausea or vomiting; or other symptoms if there is associated clinical concern for COVID-19.

For children (those younger than 18 years): temperature greater than 100.4F (38.0C) or chills; new uncontrolled cough that causes difficulty breathing (for youth with chronic allergic/asthmatic cough, a change in their cough from baseline); sore throat; shortness of breath or difficulty breathing (again, a change from baseline); not being able to taste or smell, or saying that things taste or smell different (within the last 10 days); headache; diarrhea; nausea or vomiting; or other symptoms if there is associated clinical concern for COVID-19.

- 1.3.** Food and beverage concessions may be sold only through an online or remote ordering system. Alcohol may not be sold at a Drive-In Gathering event. Participants should use touchless payment options when feasible. Personnel must deliver concessions to the ordering vehicle. All occupants of a vehicle must wear a Face Covering when any



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Personnel approaches their vehicle and for the duration of any contact with Personnel. Participants must not be permitted to exit their vehicles to order, purchase or accept concessions. No equipment or other items may be shared among persons from different Households.

- 1.4.** Up to six live speakers, performers, or other presenters (each a “Performer”) may perform during a Drive-In Gathering. Each live Performer must wear a Face Covering at all times and must maintain a minimum of 6 feet of physical space from others while performing. Any Performer who engages in singing, chanting, yelling, or raising their voice or playing a wind instrument must maintain at least 12 feet of physical space from others while singing, chanting, yelling, or raising their voice or playing the wind instrument. Only one performer may sing, chant, yell, raise their voice, or play a wind instrument at any given time. For more details regarding restrictions on Performers, including a requirement to cover the bell or holes of wind instruments, see the Tip Sheet, available online at www.sfcdcp.org/gatheringtips. Performances may be live-streamed in accordance with the Stay-Safer-At-Home Order.
- 1.5.** Four wheeled vehicles are permitted, including convertible cars and pickup trucks. Bicycles and motorcycles are not permitted at this time.
- 1.6.** Occupants of a vehicle must be members of the same Household and may not change vehicles during the event.
- 1.7.** Face Coverings must be worn at all times a participant is outside a vehicle in accordance with Health Officer Order C19-12c issued July 22, 2020 and as it may be amended (the “Face Covering Order”).
 - 1.7.1.** Face Coverings must be worn whenever a participant is sitting in their vehicle with the windows or convertible top open or sitting on the outside part of their vehicle, such as sitting in the bed of a pickup truck.
 - 1.7.2.** Face Coverings must be worn at all times when interacting with Personnel (such as when Personnel approach a vehicle to serve concessions).
 - 1.7.3.** Face Coverings are not required while seated in a vehicle with the windows closed or while eating or drinking.
- 1.8.** Participants must remain within the bounds of the four wheels of their vehicle at all times except to use the restroom or during an emergency. For clarity, participants may sit in the bed of a pickup truck or on some portion of the vehicle, but their entire bodies and all personal property must remain within the bounds of the four wheels of the vehicle. For further clarity, participants may not use awnings, trailers, or other objects to expand the bounds of their vehicle. Vehicle windows may be left open during the Drive-In Gathering if all occupants of the vehicle are wearing Face Coverings.
- 1.9.** Drive-In Gathering Hosts must not design an event that requires or otherwise encourages simultaneous cheering, yelling, singing or other use of raised voices. Participants are strongly encouraged to avoid raising their voices such as by cheering, yelling, or singing. Applause is allowed.
- 1.10.** Vehicles must remain stationary for the duration of the Drive-In Gathering and must be parked with enough space so that participants and Personnel can maintain a minimum of



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six feet of physical distance from others at all times including, for example, when participants are exiting their vehicle to use the restroom, or Personnel are walking among vehicles to serve concessions. Drive-In Gathering Hosts must reserve adequate space for emergencies, including space for emergency vehicles to safely enter, access, and exit the venue. This means that many or all vehicles may need to be parked more than six feet apart.

- 1.10.1.** Drive-In Gathering Hosts must develop a written social distancing, capacity and spacing plan prior to any Drive-In Gathering to ensure adequate space exists for safe movement during an emergency and that Personnel and participants can maintain six feet of distance at all feasible times including when participants exit their vehicles to use a restroom and when Personnel are walking among vehicles to serve concessions. Drive-In Gathering Hosts must maintain a physical copy of the social distancing, capacity and spacing plan and must provide the plan to any public official carrying out inspection or enforcement duties upon request.
- 1.10.2.** Educate Personnel about spacing requirements and capacity limits. Require Personnel to enforce restrictions by, for example, ensuring vehicles park in accordance with the social distancing, capacity, and spacing plan.
- 1.10.3.** Ensure that the plan addresses, and Personnel are taught, about how traffic flow into and out of the performance or event can be managed so as to maintain order, safely check tickets, avoid confusion, minimize chaotic traffic after the event, etc.
- 1.11.** Any restrooms must be sanitized regularly. If restrooms are not equipped with sinks, washing stations must be available. All sinks or washing stations must be equipped with adequate soap, water, and paper towels. Hand sanitizer dispensers should be placed conveniently around the venue for use by Personnel or participants.

 - 1.11.1.** Require Personnel to regularly clean and disinfect high touch areas and surfaces including door handles, faucets, and toilets throughout the day or event following CDC guidelines found at: <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html>. Provide Personnel adequate time and space to complete all sanitation duties. Disinfecting products must be approved for use against COVID-19 on the Environmental Protection Agency (EPA) – approved list found at: <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2-covid-19>. Outdoor Gyms must follow all product and safety instructions.
- 1.12.** Drive-In Gatherings must operate in compliance with all laws, regulations, and applicable permitting requirements. For gatherings of more than 10 vehicles, the Host must provide security to maintain safety and ensure compliance with this Directive. The amount of security necessary shall be determined by the entity providing security and must be at least the amount deemed necessary to maintain safety and ensure compliance with this Directive and any other applicable orders or directives of the Health Officer.
- 1.13.** Drive-In Gatherings must address the potential hazards that result from operating outside, including: (1) ensuring participants' safe ingress and egress into the space taking into account pedestrians and traffic moving adjacent to the venue, (2) ensuring use of electrical devices and extension cords in compliance with Cal/OSHA's Guide to Electrical Safety; (3) ensuring there are no tripping hazards from cords or other



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equipment; and (4) the issues listed in Section 1.10.3 above.

1.13.1. Drive-In Gatherings must comply with the Cal/OSHA standards for heat and air quality illness prevention for outdoor workers, including an effective heat illness prevention plan with written procedures.

1.14. Place signage around the Drive-In Gathering emphasizing basic infection prevention measures, including the requirements to wear a Face Covering and maintain proper social distance at all times, stay home when feeling sick, and wash or sanitize hands frequently. Conspicuously post a copy of this Directive and all attachments, the Health and Safety Plan, and the Social Distancing Protocol (1) on any public facing website and (2) at the physical Drive-In Gathering site.



Exhibit B to Health Officer Directive No. 2020-28b (issued 11/3/2020)

Tips and Frequently Asked Questions for Gatherings

UPDATED November 3, 2020

AUDIENCE: Hosts, organizers and participants of gatherings of people from more than one household. This information does not apply to gatherings of people living together in a single household.

BACKGROUND: San Francisco Health Directives allow people in different household to gather, with restrictions to prevent spread of COVID-19. This tip sheet cover frequently asked questions about how to safely organize, host, and participate in gatherings of people from different households.

The Directives and associated documents are available on the [Health Directives page](#) under Gatherings.

- Directive 2020-19 – Outdoor Gatherings
- Directive 2020-28 – Drive-In Gatherings
- Directive 2020-34 – Indoor Worship

Additional guidance can be found at www.sfgdcp.org/covid19.

Changes to this FAQ since the Oct. 20 Version:

- Drive-In Gatherings may have up to 6 live performers. All performers must wear face Coverings/masks and observe Social Distancing Rules. Performers who sing, shout, chant, or play a wind instrument must keep 12 feet away from others. Only one performer at a time is allowed to sing, shout, chant, or play a wind instrument.
- Mandatory signage on reporting health violations: Beginning on Nov. 10, businesses and organizations must post signs informing personnel that they can report violations of COVID-19 health orders by calling 311 or visiting sf311.org. Signs must state that employee's identity will remain anonymous.
- Note: Indoor social gatherings among different households are still not allowed.



Overview of Types of Gatherings

	GATHERING TYPE	DESCRIPTION OF GATHERING	MAXIMUM ALLOWED
Outdoor	Outdoor Meal Gatherings	Gatherings where eating or drinking take place	6 people from no more than 3 households
	Outdoor Special Gatherings	Political protests; Religious services or ceremonies, including wedding ceremonies and funerals, but not receptions;	200 people
	Small Outdoor Gathering	All other types of outdoor gatherings (e.g. receptions, gatherings at a park, hosted tours)	25 people from no more than 3 households
	Drive-in Gatherings	In vehicles (e.g. for movie)	100 vehicles; all occupants of a vehicle must be from the same household
Indoor	Indoor Religious and Cultural Ceremonial Gatherings	Indoor religious and cultural ceremonies, including wedding ceremonies and funerals but not receptions	25% of capacity or 100 people, whichever is fewer Time limit: 2 hours



Frequently Asked Questions

How Does COVID-19 Spread?

Our current understanding is that COVID-19 is mostly spread from person-to-person in the air through virus-containing droplets in the breath of someone with COVID-19. These respiratory droplets enter the air when a person breathes. Even more droplets can get in the air when infected people talk, sing, cough, or sneeze. People with COVID-19 may have no symptoms and can still be breathing out virus-containing droplets that can infect others. Transmission can occur through:

- Larger droplets. These larger droplets are sometimes called “ballistic droplets” because they travel in straight lines and are pulled down by gravity. People nearby, usually within 6 feet, are infected when they breathe in these droplets or if the droplets land in their eyes, nose, or mouth.
- Smaller droplets or infectious particles. These can float in the air for a period of time and/or travel beyond 6 feet on indoor air currents, especially in enclosed spaces with poor ventilation. People sharing the same space are infected when they breathe in these smaller droplets and particles or the droplets or particles land on their eyes, nose, or mouth – even if they are further than 6 feet away. These droplets are sometimes referred to as “aerosols” or “bioaerosols”.

COVID-19 can also spread if a person touches their eyes, nose or mouth after touching a contaminated surface (also known as a fomite); however, this is less common.

How can I stay as safe as possible at a gathering?

- Wear a face covering or mask at all times. A face covering is required at all gatherings outside the house.
- Stay for a shorter period of time. The less time you spend with people you don’t live with, the safer it is.
- Stay 6 feet away from people outside your household.
- Only participate in activities or sports where you can stay 6 feet away from people outside your household. Sports and exercise are higher risk because people produce more respiratory droplets when they are breathing harder. Balls and other sports equipment can be shared between only two households.
- Stay away from activities like singing, chanting, shouting, and playing wind or brass instruments. These activities produce many more respiratory droplets, increasing the risk of COVID-19. If you must participate in or be near people who are singing, changing, shouting or playing wind instruments, see *“How can singing, chanting, shouting, and playing wind/brass instruments be done more safely?”*
- Wash or sanitize your hands frequently. Bring your own hand sanitizer to gatherings where there will be no place to wash or sanitize your hands.
- Consider staying home if you are at higher risk of serious illness from COVID-19 due to your age or medical conditions. See <https://www.sfdcp.org/vulnerable> for a list of groups at higher risk.
- Keep others safe: don’t attend if you are or a family member feels ill or has COVID-19 like symptoms. For a list of symptoms, see www.sfdph.org/dph/alerts/covid-guidance/covid-screening.pdf.
- Get a flu vaccine. Preventing influenza is especially important during the COVID-19 epidemic because



people who have flu and COVID-19 at the same time much more likely to die.

As a business or organization hosting a gathering, what must I do?

- Complete, maintain, and implement the following documents:
 - A **Health and Safety Plan** for the type of gathering, including COVID-19 screening for all [personnel \(www.sfdcp.org/screening-handout\)](http://www.sfdcp.org/screening-handout) and [participants \(www.sfdcp.org/screeningvisitors\)](http://www.sfdcp.org/screeningvisitors). The Health and Safety Plan must be provided to Host Personnel, available to participants, and posted at the physical entrance where the Host operates. See www.sfdph.org/dph/alerts/coronavirus-health-directives.asp to find the correct link for your gathering.
 - A **SFDPH Social Distancing Protocol** including a plan to clean and disinfect high touch surfaces such as seating, doors, and others before each Gathering (see [SFDPH Cleaning/Disinfection Guidance](http://www.sfdcp.org/covidcleaning), posted at www.sfdcp.org/covidcleaning).
 - **Signage on reporting violations of COVID-19 Health Orders.** Beginning on Nov. 10, Host Businesses or organizations are required to post signs in employee break rooms or areas informing employees of the right to report violations of COVID-19 health orders and directives by calling 311 or visiting www.sf.gov/report-health-order-violation. Signage needs to state that employee's identity will remain anonymous. Sample signage is available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>.
- **Keep a record of people at your gathering, in case someone is later found to have COVID-19.** People with COVID-19 can infect others up to 2 days before they develop symptoms or test positive. Hosts must help public health authorities in contact tracing efforts in case an attendee develops COVID-19. We can help prevent COVID-19 transmission by contact tracing which helps identify people who may have been exposed and helping them quarantine so they don't inadvertently spread the disease.
 - Keep the attendance/schedules of all personnel at your organization for up to three weeks.
 - Consider maintaining a list of participants willing to voluntarily provide their names for three weeks after an event. Any lists should be discarded after three weeks (unless your business keeps such records in the ordinary course of business).
 - Try to maintain an up-to-date contact list to alert attendees in the event of potential exposure.
 - For more information, see <https://covid19.ca.gov/contact-tracing>.
 - Follow SFDPH's guidelines on "[COVID-19 Positive At Workplace](#)" if someone at your gathering tests positive for COVID-19.

If you are hosting an Indoor Religious/Cultural Gathering, you must also:

- **Post signs about the increased risk of COVID-19 indoors.** Post [SFDPH Approved Signage](#), stating:
 - That COVID-19 is transmitted through the air and that indoor settings carry a much higher risk of infection.
 - That seniors and those with health risks should avoid indoor settings with crowds.
 - The maximum capacity of the space and the maximum capacity currently permitted under the Stay-Safer-At-Home Order.



- **Ensure that indoor spaces are well-ventilated.**

Good ventilation controls droplets and infectious particles to prevent COVID-19 transmission by:

- *removing air containing droplets and particles from the room;*
- *diluting the concentration of droplets and particles by adding fresh, uncontaminated air;*
- *filtering room air, removing droplets and particles from the air.*
- Comply with the ventilation protocols laid out at Section 4.i of the [Stay-Safer-At-Home Order](#), including to review and follow [SFPDH's Ventilation Guidance](#).
- Implement as many improvements in the [Ventilation Guidance](#) as feasible. Keep a hand-annotated copy of the Ventilation Guidance showing which specific improvements were considered and implemented.
- Make any necessary improvements to the ventilation of the establishment, including:
 - Increase natural ventilation by opening windows and doors when environmental conditions and building requirements allow.
 - If an HVAC systems is present,
 - Ensure HVAC systems are serviced and functioning properly.
 - Evaluate possibilities for upgrading air filters to the highest efficiency possible.
 - Increase the percentage of outdoor air through the HVAC system, readjusting or overriding recirculation ("economizer") dampers.
 - Disable demand-control ventilation controls that reduce air supply based on temperature or occupancy.
 - Evaluate running the building ventilation system even when the building is unoccupied to maximize ventilation. At the minimum, reset timer-operated ventilation systems so that they start operating 1-2 hours before the building opens and 2-3 hours after the building is closed.
 - Consider installing portable air cleaners ("HEPA filters").
 - If the establishment uses pedestal fans or hard mounted fans, adjust the direction of fans to minimize air blowing from one individual's space to another's space.

For more information and additional resources, please see the following: San Francisco Department of Public Health (SFPDH): www.sfcdcp.org/COVID-ventilation.

- **Discontinue indoor singing, chanting, shouting and wind instruments.** The State of California does not currently allow these activities indoors.

As a host/organizer, how else can I keep our gathering as safe as possible?

- Keep your gathering under 2 hours, even if it is outdoors. The shorter it is, the safer it is.
- Avoid high-risk activities such as singing, chanting, shouting, and playing wind or brass instruments, even outdoors. The activities produce large numbers of respiratory droplets, increasing the risk of COVID-19. See more under "*How can singing, chanting, shouting, and playing wind/brass instruments be done more safely?*"
- Promote flu vaccination. Flu vaccines are critical in the fight against COVID-19 by (1) keeping workers and communities healthy and (2) reducing strain on our healthcare and testing systems that are



responding to COVID-19. Post signage to encourage flu vaccine among personnel and participants. Find out more information at <http://sfcdcp.org.flu>.

What else can I do to decrease the risk of our indoor gathering?

In addition to the measures laid out in *“How can I keep a gathering as safe as possible?”*

- Make sure that personnel and participants are aware that indoor gatherings are much higher risk for COVID-19 than outdoor gatherings, so they can decide if they can safely attend.
- Consider making changes to minimize crowding and make physical distancing easier for people from different households. Examples include moving podiums, creating physical barriers, taping off or moving seating, identifying entrance and exits, indicating walking paths in areas where participants pray or kneel on the floor, prohibiting access to common areas.
- Make changes to minimize touching of high-touch surfaces, for example, by keeping bathroom doors propped open to minimize touching of door handles.
- Make hand sanitizer or handwashing stations available at entrances and exits.
- Discontinue use of shared water vessels, fonts, fountain, and sinks for ceremonial purposes.
- Regularly clean and disinfect common and high touch areas, including bathrooms.

Can I host more than one gathering on the same day?

Yes, as long as you schedule gatherings far enough apart that participants from different gatherings do not mix, and you can clean/disinfect high-touch areas between gatherings.

- Hosts must separate outdoor gatherings by at least 20 minutes and indoor gatherings by 30 minutes between gatherings, to allow time for participants to exit and for personnel to clean/disinfect.
- Between gatherings, personnel must:
 - Clean and sanitize high-touch surface;
 - Clean, sanitize and/or replace any items of clothing that became soiled or contaminated with bodily fluids before using them for a later gathering;
 - Thoroughly wash or sanitize their hands.
- Hosts may not hold more than one Outdoor Gathering at a single location at the same time.
- Hosts may **not** hold both indoor and outdoor gatherings simultaneously to allow for more people to attend a gathering (e.g. indoor and outdoor wedding or funeral).

Can I hold more than one indoor worship or cultural ceremonial gatherings at the same time in a large facility?

Yes, you may hold simultaneous or overlapping indoor gatherings if all of the following conditions are met:

- Each gathering must be held in its own, physically separate space, either in different buildings, or in different rooms separated by sealed floor-to-ceiling walls. Partitions may not be used to divide an indoor space for two different gatherings.
- Participants from different gatherings are not allowed to mix.
 - Different gatherings must use separate entrances and exits. If only one shared entrance and exit



exist, the Host must ensure participants from different gatherings do not enter or exit at the same time, for example, by staggering start and end times.

- Personnel and participants must not move between gatherings.
- The host must develop a written plan to describe how they will keep people in different gatherings from mixing, as outlined in Section 4.1.3 of the Indoor Worship Directive.
- In general, keep the areas that are not reserved for an indoor gathering closed to participants, unless expressly permitted under the Stay-Safer-At-Home Order.

Can personnel who are not involved in a gathering work on-site while a gathering is taking place?

Yes. Personnel are allowed to work inside the facility while multiple indoor gatherings occur as long as staff follow rules for the Business Operating Office Facilities Directive and Stay-Safer-At-Home Order.

Can we eat or drink at gatherings?

- Eating and drinking are permitted at **Outdoor Meal Gatherings**, at **Drive-In Gatherings**, and as part of **religious or faith-based ceremonies**, as long as it is done in a way that minimizes the risk of COVID-19 transmission.
 - Eating and drinking may not take place when personnel and/or participants are within 6 feet of one another, since face coverings must be worn when people are within 6 feet.
 - Avoid hand-to-mouth contact between different people. Respiratory droplets from one person's mouth can land on the other person's hand, increasing the risk of COVID-19 transmission.
 - As an example, communion rituals could have the priest and participants masked at all times, with the participants receiving communion in the hand and moving away from others to briefly lower their mask to place the sacramental bread on the tongue (see example video: www.youtube.com/watch?v=Q8tg8A5jmP0).
- People from different households should not drink out of the same glass or cup. They also should not share utensils. If glasses, cups, or utensils are shared, they must be disinfected between households, and anyone handling the shared item must also wash or disinfect their hands.
- Self-service food, potlucks, or family-style eating with shared serving plates or drink dispensers are not allowed.

Must we wear masks/ face coverings all the time?

- You must wear masks as specified in the Face Covering Order.
- Proper use of face coverings is even more critical when in higher risk gatherings, such as indoors.
- Face coverings may be removed briefly while eating or drinking, however proper social distancing should be maintained. If removing face coverings/masks is deemed as essential in a ritual or ceremony, a person may briefly remove their face covering only if they (1) maintain social distance and do not speak, recite, chant, shout or sing; or (2) isolate themselves from all other people to speak or recite, such as by speaking inside an enclosed chamber or behind a plastic or glass partition or face shield no more than 12 inches from the mouth of the speaker and greater than 12 feet away from others.



What about camping, cookouts, or BBQs?

- Bring your own supplies including soap, disinfectants, hand sanitizer, paper towels, etc.
- Do not share BBQs or outdoor grilling stations with people outside of your household. Clean all stations frequently.
- If camping with people from outside your household, consider self-isolating for 14 days before and after if you will be in close contact with people you are camping with.
 - “Close contact” is defined by the CDC as being within 6 feet of an infected person for a cumulative total of 15 minutes over 24 hours) starting from 2 days before the illness starts (for people without symptoms, this means 2 days before they were tested; www.cdc.gov/coronavirus/2019-ncov/php/contact-tracing/contact-tracing-plan/appendix.html#contact).

Can we sing, chant, shout, or play wind instruments at our gathering?

Outdoor Special Gatherings and **Drive-In Gatherings** may have singing, chanting, shouting or wind instruments,, if all of the following conditions are met:

- Only one person may sing, chant, shout, or play a wind instrument at a time. Group singing, chanting, shouting, or wind instrument playing is not allowed.
- The person performing the activity must be at least **12 feet** from any other person.
- The person singing, chanting, or shouting must wear a **Face Covering** at all times.
- The wind instrument’s bells and/or openings where air/sound exit must be covered with a mask/other fabric at all times.
- When these activities are allowed, consider the following to reduce risk:
 - Ensure the performance is in a large, well ventilated area (see www.sfgdcp.org/COVID-ventilation).
 - Minimize the amount of time engaged in these activities.
 - Sing, chant, yell, or play wind instruments more quietly, to produce fewer respiratory droplets. Consider using amplifiers.
 - Consider a physical barrier between the performer and others.
 - Have performers position themselves so that voices and air exiting from instruments is directed from Participants (for example, in silhouette).
 - Encourage performers to get tested for COVID-19 as close to the performance date as possible, accounting for the turnaround time for the test. People can get tested by their regular healthcare provider or at CityTestSF (<https://sf.gov/citytests>).
 - Take special care to ensure that performers do not have symptoms of COVID-19 and are not “close contact” of someone with COVID-19. See www.sfgdcp.org/screeningvisitors.
 - For wind/brass instruments:



- Performers must be masked at all times as much as possible when not performing.
- Instruments must not be shared among individuals of different households.
- If relevant to the instrument, performers should use a large, thin, plastic-lined pad on their chest and lap to collect spit.

Resources

Useful COVID-19 Resources to keep checking:

- San Francisco guidance: www.sfdcp.org/covid19
- San Francisco Health Officer orders: www.sfdph.org/dph/alerts/coronavirus-healthorders.asp
- Printable resources such as signage: <https://sf.gov/outreach-toolkit-coronavirus-covid-19>
- California guidance:
 - <https://covid19.ca.gov/safer-economy/>
 - <https://files.covid19.ca.gov/pdf/guidance-places-of-worship.pdf>
- CDC guidance: www.cdc.gov/coronavirus/2019-ncov/php/index.html

Checklist

Health Officer Directive No. 2020-28b (Exhibit C) Health and Safety Plan (issued 11/3/2020)

Each Drive-In Gathering Host must complete, post onsite and online, and follow this Health and Safety Plan.

Check off all items below that apply and list other required information.

Business/Entity name:

Contact name:

Facility Address:

Email / telephone:

(You may contact the person listed above with any questions or comments about this plan.)

- ☐ Confirm that you are familiar with and have implemented all requirements set forth in Health Officer Directive No. 2020-28b, available online at: www.sfdph.org/directives, including the Tips and FAQs for Gatherings, available online at www.sfdcp.org/gatheringtips.
- ☐ Complete any necessary adjustments to the layout of the Drive-In Gathering space to allow for proper social distancing including adequate distance for emergency ingress, access, and egress.
- ☐ Obtain any necessary permits needed for the Drive-In Gathering.
- ☐ Complete evaluation of electrical safety and implemented all required precautions.
- ☐ Develop a plan to ensure Personnel and participants to comply with social distancing requirements and to limit the number of vehicles at the Drive-In Gathering at a given time, consistent with the requirements in this Directive and the Stay-Safer-at-Home Order.
- ☐ Require participants to remain in their vehicles at all times except when using the restroom or during an emergency. Ensure that any concession sales are conducted remotely and delivered to each vehicle.
- ☐ Require patrons to wear a Face Covering or alternative Face Covering at all times unless seated in a vehicle with the windows closed. Ensure that Personnel wear Face Coverings at all times as provided in the Face Covering Order.
- ☐ Ensure daily COVID-19 symptom self-verifications are completed for all Personnel as required by the Social Distancing Protocol.
- ☐ Ensure that patrons are sent the list of COVID-19 symptoms described in Section 1.2.1 of Exhibit A and are told not to attend if they have any such symptoms.
- ☐ Ensure that all live Performers wear a Face Covering at all times and maintain at least 6 feet physical distance from all others, including other Performers, at all times, and that at least 12 feet physical distance is maintained from all others when any Performer is singing, yelling, chanting, speaking loudly, or playing a wind instrument (with only one Performer allowed to do any of those higher-risk activities at a time).
- ☐ Provide hand washing stations or hand sanitizer convenient locations throughout the Drive-In venue.

Checklist

- ☐ Implemented all sanitization requirements as described in Directive 2020-28b and the Social Distancing Protocol.
- ☐ Ensure that Personnel have access to cleaning supplies so that they can clean surfaces as required.
- ☐ Ensure that high-touch surfaces in bathrooms or other common areas are cleaned and disinfected routinely throughout the day or event.
- ☐ Post signage reminding customers of their obligations to remain in vehicles, maintain social distance, wear a Face Covering, and wash or sanitize hands frequently.



DIRECTIVE OF THE HEALTH OFFICER No. 2020-16d

**DIRECTIVE OF THE HEALTH OFFICER OF
THE CITY AND COUNTY OF SAN FRANCISCO REGARDING REQUIRED BEST
PRACTICES FOR DINING ESTABLISHMENTS,
INCLUDING OUTDOOR DINING AND INDOOR DINING**

(PUBLIC HEALTH DIRECTIVE)

DATE OF DIRECTIVE: November 3, 2020

By this Directive, the Health Officer of the City and County of San Francisco (the “Health Officer”) issues industry-specific direction that all dining establishments, as described below, must follow as part of the local response to the Coronavirus Disease 2019 (“COVID-19”) pandemic. This Directive constitutes industry-specific guidance as provided under Sections 4.e and 11 of Health Officer Order No. C19-07m issued on November 3, 2020 (the “Stay-Safer-At-Home Order”) and, unless otherwise defined below, initially capitalized terms used in this Directive have the same meaning given them in that order. This Directive goes into effect immediately, and remains in effect until suspended, superseded, or amended by the Health Officer. This Directive has support in the bases and justifications set forth in the Stay-Safer-At-Home Order. As further provided below, this Directive automatically incorporates any revisions to the Stay-Safer-At-Home Order or other future orders issued by the Health Officer that supersede that order or reference this Directive. This Directive is intended to promote best practices as to Social Distancing Requirements and sanitation measures, helping prevent the transmission of COVID-19 and safeguard the health of workers, patrons, and the community.

**UNDER THE AUTHORITY OF CALIFORNIA HEALTH AND SAFETY CODE
SECTIONS 101040, 101085, AND 120175, THE HEALTH OFFICER DIRECTS AS
FOLLOWS:**

1. This Directive allows Dining Establishments to offer both Indoor and Outdoor Dining, and attempts to mitigate the risk of community transmission by modifying behaviors consistent with the medical and scientific understanding of the virus. In order to minimize the risk, all protocols in this Directive and Best Practices must be followed. When dining, patrons remove their masks to eat and drink, and there is generally less ventilation indoors than outdoors, indoor dining presents a heightened risk of aerosol transmission of the virus. Accordingly, patrons are encouraged to choose Outdoor Dining or Take Out options where possible.
2. This Directive is intended to enable safer restaurant-style dining, not large social gatherings or lengthy gatherings where individuals are not wearing Face Coverings. Patrons or other members of the public congregating in or around a Dining Establishment, particularly without following Social Distancing Requirements or wearing Face Coverings are at a heightened risk of community transmission.
3. This Directive applies to all owners, operators, managers, and supervisors of any restaurant, or bar that provides a bona fide meal, as defined below (each a “Dining Establishment”). Each Dining Establishment must have received the necessary permits to serve meals, including any permits necessary to serve food outdoors (e.g. Shared Spaces permit), or catering permits to serve food (e.g. DPH Pop Up permit). Any Dining Establishment that serves alcoholic beverages must also serve a bona fide meal, and comply with all of the following:



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- a. The sale of alcoholic beverages without a bona fide meal is prohibited, and each patron ordering an alcoholic beverage must also order a bona fide meal.
 - b. A “bona fide meal” means a sufficient quantity of food that it would constitute a main course. Dining Establishments should consult guidance from the State Department of Alcoholic Beverage Control on what constitutes a bona fide meal. <https://www.abc.ca.gov/what-is-required-to-be-considered-a-meal/>.
 - c. Bona fide meals must be prepared and served by the Dining Establishment or another person or business operating under an agreement with the Dining Establishment and appropriate permits from the San Francisco Department of Public Health (“DPH”). Dining Establishments offering bona fide meals prepared and served by another person or business in this manner must receive or coordinate all orders for food and alcoholic beverages. Orders and payment from patrons for alcohol and food must be received by the Dining Establishment, which may then pass on the food order and a portion of the payment to the meal provider.
4. Attached as Exhibit A to this Directive is a list of best practices that apply to all Dining Establishments (the “Best Practices”). Each Dining Establishment must comply with all of the relevant requirements listed in the Best Practices.
5. Before engaging in any activity under this Directive, each Dining Establishment must create, adopt, and implement a written health and safety plan (a “Health and Safety Plan”). The Health and Safety Plan must be substantially in the form attached to this Directive as Exhibit B.
6. Guidance from the Department of Public Health related to Outdoor and Indoor Dining is attached to this Directive as Exhibit C, and available at <http://www.sfdph.org/directives>.
7. If an aspect, service, or operation of a Dining Establishment is also covered by another Health Officer directive (all of which are available at <http://www.sfdph.org/directives>), including Health Officer Directive 2020-05 for Food Preparation or Delivery Essential Businesses, then the Dining Establishment must comply with all applicable directives, and it must complete all relevant Health and Safety Plan forms.
8. Each Dining Establishment must (a) post its Health and Safety Plan at the entrance or another prominent location of every physical location it operates within the City, (b) provide a copy of the Health and Safety Plan to Personnel, and (c) make the Health and Safety Plan available to members of the public on request. Also, each Dining Establishment must provide a copy of the Health and Safety Plan and evidence of its implementation to any authority enforcing this Directive upon demand.
9. Each Dining Establishment subject to this Directive must provide items such as Face Coverings (as provided in Health Officer Order No. C19-12c issued on July 22, 2020, and any future amendment to that order), hand sanitizer or handwashing



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stations, or both, and disinfectant and related cleaning supplies to Personnel, all as required by the Best Practices. If any such Dining Establishment is unable to provide these required items or otherwise fails to comply with required Best Practices or fails to abide by its Health and Safety Plan, then it must cease operating until it can fully comply and demonstrate its strict compliance. Further, as to any non-compliant Dining Establishment, any such Dining Establishment is subject to immediate closure and the fines and other legal remedies described below, as a violation of the Stay-Safer-At-Home Order.

10. For purposes of this Directive, “Personnel” includes all of the following people who provide goods or services associated with a Dining Establishment: employees; contractors and sub-contractors (such as those who sell goods or perform services onsite or who deliver goods for the business); independent contractors; vendors who are allowed to sell goods onsite; volunteers; and other individuals who regularly provide services onsite at the request of the Dining Establishment. “Personnel” includes “gig workers” who perform work via the business’s app or other online interface, if any.
11. This Directive and the attached Best Practices may be revised by the Health Officer, through revision of this Directive or another future directive or order, as conditions relating to COVID-19 require, in the discretion of the Health Officer. Each Dining Establishment must stay updated regarding any changes to the Stay-Safer-At-Home Order and this Directive by checking the Department of Public Health website (<https://www.sfdph.org/directives>) regularly.
12. Implementation of this Directive augments—but does not limit—the obligations of each Dining Establishment under the Stay-Safer-At-Home Order including, but not limited to, the obligation to prepare, post, and implement a Social Distancing Protocol under Section 4.d and Appendix A of the Stay-Safer-At-Home Order. The Dining Establishment must follow these industry-specific Best Practices and update them as necessary for the duration of this Directive, including, without limitation, as this Directive is amended or extended in writing by the Health Officer and consistent with any extension of the Stay-Safer-At-Home Order, any other order that supersedes that order, and any Health Officer order that references this Directive.
13. Dining Establishments must allow City representatives immediate full access to the entire premises, including the kitchen, to inspect for compliance, including surprise inspections.
14. A violation of any condition contained in a permit issued to a Dining Establishment by the Entertainment Commission is a violation of this Directive and the Stay-Safer-At-Home Order, and may be enforced as such.
15. Dining Establishments that fail to comply with this Directive, including, but not limited to, preventing large social gatherings or lengthy gatherings where individuals are not wearing Face Coverings other than when eating or drinking, create public nuisances and a menace to public health. Accordingly, Dining Establishments must not permit or allow such gatherings, whether on public or private property. Any Dining Establishment that permits or allows such gatherings is injurious to public health within the meaning of Business & Professions Code



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section 25601 and is subject to reporting to the California Department of Alcoholic Beverage Control. Patrons or other members of the public who violate these requirements are subject to citation per Cal. Penal Code section 148(a), S.F. Admin. Code section 7.17, S.F. Police Code section 21, and Cal. Business & Professions Code section 25620.

This Directive is issued in furtherance of the purposes of the Stay-Safer-At-Home Order. Where a conflict exists between this Directive and any state, local, or federal public health order related to the COVID-19 pandemic, including, without limitation, the Social Distancing Protocol, the most restrictive provision controls. Failure to carry out this Directive is a violation of the Stay-Safer-At-Home Order, constitutes an imminent threat and menace to public health, constitutes a public nuisance, and is a misdemeanor punishable by fine, imprisonment, or both.

A handwritten signature in blue ink that reads "Tomás Aragón".

Tomás J. Aragón, MD, DrPH,
Health Officer of the
City and County of San Francisco

Date: November 3, 2020



**Appendix A to Health Officer Directive No. 2020-16d (issued 11/3/2020)
Best Practices for Dining Establishments**

In addition to preparing, posting, and implementing the Social Distancing Protocol required by Section 4.d and Appendix A of Health Officer Order No. C19-07m (the “Social Distancing Protocol”), each Dining Establishment that operates in San Francisco must comply with each requirement for Dining Establishments listed in Health Officer Directive 2020-16d, each requirement included in these Best Practices, and prepare a Health and Safety Plan substantially in the format of Exhibit B, below.

These best practices are in addition to the best practice attached to Health Officer Directive 2020-05 for Food Preparation or Delivery Essential Businesses.

1. Section 1 – General Requirements for all Dining Establishments:

- 1.1.** Follow all applicable public health orders and directives, including this Directive and any applicable State orders or industry guidance. In the event of any conflict between a State order or guidance and this directive, follow the more restrictive measure.
- 1.2.** Ensure patrons and Personnel comply with the Social Distancing and Health Protocol. At a minimum, each Dining Establishment must:
 - 1.2.1.** Require all Personnel to use Face Coverings as required under Health Officer Order No. C19-12c issued on July 22, 2020, and any future amendment to that order (the “Face Covering Order”), wash hands frequently, and maintain physical distance of at least 6-feet to the extent possible.
 - 1.2.2.** Advise patrons that they must wear Face Coverings any time they are not eating or drinking, including but not limited to: while they are waiting to be seated; while reviewing the menu and ordering; while socializing at a table waiting for their food and drinks to be served or after courses or the meal is complete; and any time they leave the table, such as to use a restroom. Patrons must also wear Face Coverings any time servers, bussers, or other Personnel approach their table. Personnel must not approach a customer’s table until the patron has replaced their Face Covering.
 - 1.2.3.** As required by the section 3.5 of the Social Distancing Protocol, each Dining Establishment must require patrons to wear a Face Covering, unless they are eating or drinking. This includes taking steps to notify patrons they will not be served if they are in line without a Face Covering and refusing to serve a patron without a Face Covering, as further provided in the Face Covering Order. The business may provide a clean Face Covering to patrons while in line. For clarity, the transaction or service must be aborted if the patron is not wearing a Face Covering. But the business must permit a patron who is excused by the Face Covering Order from wearing a Face Covering to conduct their transaction or obtain service, including by taking steps that can otherwise increase safety for all.
 - 1.2.4.** Establish designated areas/lines with markings on the ground to indicate minimum six-foot distancing for patrons. This requirement includes marking lines for check-stands and restrooms, and patrons in various service settings, if applicable (e.g. ordering food, take out, and waiting to be seated). Patrons must



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form lines outside while waiting for take-out, and waiting to be seated (both indoor and outdoor dining).

- 1.2.5.** Coat and bag checks must be closed.
- 1.2.6.** Create directional paths of travel where feasible (e.g. separate entrance and exit for patrons, lines for restrooms).
- 1.3.** Provide hand sanitizer (using touchless dispensers when possible) at key entrances and contact areas such as reception areas, elevator and escalator landings, and stairway entrances.
- 1.4.** In addition to making hand sanitizer available (as required in the Social Distancing Protocol), post signage requiring patrons and Personnel to use hand sanitizer or wash their hands (with soap and water, for at least 20 seconds) before and after using any equipment.
- 1.5.** Any Dining Establishment offering a combination of take out, outdoor dining, and indoor dining should provide clear paths of travel for ingress, and egress, and consider separate entrances for each form of dining.
- 1.6.** Each Dining Establishment must follow all applicable directives (e.g. Food Preparation or Delivery Essential Businesses), and prepare applicable Health and Safety Plans required by those directives. The full list of Health Officer directives is available at <https://www.sfdph.org/directives>.

2. Section 2 – Patron Screening & Advisories

- 2.1.** Screen all patrons and other visitors on a daily basis using the standard screening questions attached to the Stay-Safer-At-Home Order as Appendix A and Attachment A-2 (the “Screening Handout”). Screening must occur before patrons are seated at the Dining Establishment in order to prevent the inadvertent spread of the SARS-CoV-2 virus. A copy of the Screening Handout must be provided to anyone on request, although a poster or other large-format version of the Screening Handout may be used to review the questions with people verbally. Any person who answers “yes” to any screening question is at risk of having the SARS-CoV-2 virus, must be prohibited from entering the Dining Establishment, and should be referred for appropriate support as outlined on the Screening Handout. Dining Establishments can use the guidance available online at <https://www.sfdph.org/dph/alerts/covid-guidance/covid-screening.pdf> for determining how best to conduct screening. Patrons who are feeling ill, have exhibited symptoms of COVID-19 within 24 hours of arriving at the Dining Establishment, or answer “yes” to any screening question must cancel or reschedule their reservation. In such cases, patrons must not be charged a cancellation fee or other financial penalty.
- 2.2.** Post signage stating the following. The County is making templates for the signage available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>. The templates may be updated from time to time, and businesses are strongly urged to keep informed of those changes and update their signage accordingly.
 - 2.2.1.** Conspicuously post signage around the Dining Establishment – including at all primary public entrances – reminding people to adhere to physical distancing, hygiene, and Face Covering Requirements and to stay at home when they feel ill.



Posted signage must include a standalone sign bearing the message: that (1) COVID-19 is transmitted through the air and the risk is much higher indoors and (2) seniors and those with health risks should avoid indoor settings with crowds.

- 2.2.2. Conspicuously post signage, including at all primary public entrances, indicating which of the following ventilation systems are used at the facility: all available windows and doors that open to fresh outdoor air are kept open; fully operational HVAC systems; air purifiers with appropriate filters; or none of the above. Consistent with Section 4.i of the Stay-Safer-at-Home Order, a Dining Establishment will not be permitted to offer indoor dining if it chooses “none of the above.”
- 2.2.3. Post signage reminding patrons and Personnel that SARs-CoV-2 can be spread by individuals who do not feel sick or show outward symptoms of infection.
- 2.2.4. Post signage informing patrons that they must be seated at tables to consume food or beverages, that they must be at least six feet away from patrons at other tables at all times.
- 2.2.5. Post signage at tables reminding patrons to wear Face Coverings when ordering and all other times when they are not eating or drinking.
- 2.2.6. For Dining Establishments offering alcoholic beverage service, post signage informing patrons that they may not drink or carry open containers beyond the premises; and that alcoholic beverages may only be served with a bona fide meal.
- 2.2.7. Beginning on November 10, 2020, Dining Establishments must post signage informing employees how to report COVID-19 health order violations.

3. Section 3 – Indoor and Outdoor Dining Service Requirements

- 3.1. Tables must be limited to no more than six patrons, unless all are members of the same Household. People in the same party seated at the same table do not have to be six feet apart. It is strongly encouraged that only individuals in the same household sit together at a single table.
- 3.2. All patrons must be seated at a table to eat or drink. Standing between tables or gathering in other areas of the Dining Establishment is not permitted. Patrons are not allowed to stand, gather, dance, or circulate between tables.
- 3.3. Patrons may not be served food or beverages while waiting to be seated, and Dining Establishments must deliver alcoholic beverages to patrons only when they are seated.
- 3.4. Each patron at a table must order a bona fide meal to receive alcoholic beverage service.
- 3.5. Encourage reservations to prevent crowds from gathering. Timing of reservations must allow sufficient time to disinfect customer seating areas.
 - 3.5.1. Reservations may be offered with common seating times. But, at this time, patrons are limited to one reservation of a maximum of six people, unless all members of the group are from one Household.



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- 3.5.2.** Partial or full “buyouts” by patrons of Dining Establishments are not allowed at this time.
- 3.6.** Limit cross-contamination and touching of common items. At a minimum, Dining Establishments must:
- 3.6.1.** Encourage patrons to view menus using their own mobile devices. Where menus are requested, provide disposable, single use menus, or use laminated menus that can be sanitized after each use.
 - 3.6.2.** Discontinue the practice of leaving napkin holders, or other items (e.g. candle holders, or flower vases) on tables. Any card stands or flyers, such as ones required by this Directive, must be single-use and disposed of, or laminated to permit sanitization after each patron.
 - 3.6.3.** Discontinue pre-setting tables with glassware and utensils. Glassware and utensils must be put on the table after patrons are seated by Personnel who have washed their hands.
 - 3.6.4.** If the Dining Establishment uses pre-wrapped utensils, the utensils must be pre-wrapped in a cloth or paper napkin by Personnel who have washed their hands just before pre-rolling the utensils or napkins. The pre-rolled utensils or napkins must then be stored in a clean container.
 - 3.6.5.** Use disposable napkins and tablecloths or ones made of cloth. Napkins and tablecloths (including unused napkins and tablecloths) must be disposed of or laundered after each patron. Soiled napkins and tablecloths must be kept in a lined closed container.
 - 3.6.6.** Cleaned flatware, stemware, dishware, etc., must be properly stowed away from patrons and Personnel until ready to use.
 - 3.6.7.** Discontinue the use of shared food items such as condiment bottles, salt and pepper shakers, etc. and provide these items, on request, in single serve containers or portions. Where this is not possible, shared items must be supplied as needed to patrons and disinfected after each use.
 - 3.6.8.** Encourage patrons to use touchless payment options. When touchless payment is not used, avoid direct contact between patrons and Personnel. Sanitize any pens, counters, trays, or point of sale systems between each use by a customer. Create sufficient space to enable the customer to stand at least six feet away from the cashier while items are being paid for, or provide a physical barrier (e.g., Plexiglas of sufficient height and width to prevent transmission of respiratory droplets) between the customer and the cashier.
 - 3.6.9.** Provide leftover containers only upon request. Personnel should not fill the leftover container. Each party should fill its own leftover containers.
 - 3.6.10.** Servers who both serve food and clear dishes must wash their hands in between these two tasks.



- 3.6.II.** Discontinue use of shared entertainment items, such as board games, pool tables, and arcade games.
- 3.7.** Close areas where patrons may congregate, serve themselves, or touch food or other items that other patrons may use. Provide these items to patrons individually. Discard such items after use or clean and disinfect them after each use, as appropriate. These requirements include but are not limited to:
- 3.7.1.** Self-service areas with condiment caddies, utensil caddies, napkins, lids, straws, water pitchers, to-go containers, etc.
 - 3.7.2.** Self-service machines including ice, soda, frozen yogurt dispensers, etc.
 - 3.7.3.** Self-service food areas such as buffets, salsa bars, salad bars, etc.
 - 3.7.4.** After-meal mints, candies, snacks, or toothpicks for patrons.
- 3.8.** Discontinue tableside food preparation and presentation, such as food item selection carts and conveyor belts, condiment or food preparation, etc.
- 3.9.** Limit the number of Personnel serving individual parties, subject to wage and hour regulations. To the extent possible, have only one person serving a group of patrons for the duration of the meal.
- 3.10.** Close areas where patrons may congregate or dance.

4. Section 4 – Outdoor Dining Requirements

- 4.1.** In addition to the provisions in Sections 1, 2, 3, 6 and 7, any Dining Establishment offering outdoor dining must comply with the requirements in this section.
- 4.2.** Outdoor dining, placement of outdoor seating arrangements, and food service must comply with state and local laws, regulations, and permitting requirements (e.g. ADA access, relevant permits for chairs and tables including Shared Spaces permits, compliance with applicable zoning, and California Department of Alcohol Beverage Control requirements).
- 4.3.** If outdoor service tables cannot be spaced far enough apart to ensure that patrons are at least six feet apart from other patrons seated at different service tables, then the Dining Establishment must install an impermeable physical barrier between outdoor service tables to protect patrons and Personnel.
- 4.4.** Advise patrons that if they are dining outdoors they must remain outside the Dining Establishment, and may enter the establishment only (1) to access a bathroom, (2) to access an outdoor space that is only accessible by traveling through the restaurant, or (3) to order or pickup food at an indoor counter.
- 4.5.** Umbrellas, canopies, and other shade structures are allowed only if they do not have more than one vertical side and allow for the free flow of air through the space. Also, the number and composition of barriers used for all outdoor shelters must allow the free flow of air in the breathing zone consistent with guidance from the Department of Public Health.



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- 4.6. Live entertainment that increases the risk of aerosol transmission of COVID-19 is not permitted (e.g. singing, or playing wind or brass instruments). Subject to the necessary permits from the Entertainment Commission, live entertainment that does not increase the risk of aerosol transmission of COVID-19 is permitted (e.g. instrumental guitar or piano).
- 4.7. Dining Establishments are encouraged to prioritize and use outdoor space for outdoor dining whenever feasible.

5. Section 5 – Indoor Dining Requirements

- 5.1. In addition to the provisions in Sections 1, 2, 3, 6 and 7, any Dining Establishment offering indoor dining must comply with the requirements in this section.
- 5.2. Dining Establishments must limit the number of patrons, who are present inside the indoor space of the Dining Establishment to the lesser of: (1) 25% of the maximum occupancy or (2) 100 patrons. Dining Establishments with indoor spaces consisting of more than one room must limit the occupancy in each room to 25% of the maximum occupancy for that room. The occupancy limit includes patrons in the interior dining space, but it excludes Personnel, and patrons when seated outside. The number of Personnel allowed in the back of the house areas, like kitchens, must be determined based on the amount of space required to provide for physical distancing.
- 5.3. Dining Establishments must post the calculated occupancy limit at the entrance of the building.
- 5.4. Ensure that seated patrons maintain at least six feet distance from other patrons seated at different service tables. Dining Establishments must use signage or other techniques (e.g. removing chairs or using rope) to indicate which tables that are not available for use. Seating arrangements should maximize the interior space to allow for more than six feet distance between patrons where possible.
- 5.5. Discontinue seating patrons and/or groups at bar counters, food preparation areas, etc., where they cannot maintain at least six feet of distance from work areas/stations in use.
- 5.6. No entertainment is permitted at this time. This includes live entertainment, and entertainment on screens (e.g. TVs and movie screenings).
- 5.7. Dining Establishments may serve food and beverage courses at a customary pace for a restaurant meal, but under no circumstance may a party's stay for an indoor meal exceed two hours after being seated.
- 5.8. Unless City zoning or other laws require an earlier closing, all indoor service of food and beverages must end at midnight. Dining Establishments that cease indoor food service at midnight are permitted to allow patrons to finish their meals for an additional 30 mins. All indoor Dining Establishments must close to the public by 12:30 a.m.

6. Section 6 – Cleaning and Disinfecting Requirements for All Dining Establishments

- 6.1. Thoroughly disinfect each patron seating location before opening each day and after every use, including tables, chairs, booster seats, highchairs, booths, and the sides of such surfaces. Disinfection must allow adequate time to follow product instructions. Many EPA approved disinfectants require a minimum contact time against the human



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coronavirus, and the disinfectant must be left on the surface for this amount of time before being wiped off.

- 6.2. Disinfect highly touched surfaces (e.g. doors, handles, faucets, tables, etc.), and high traffic areas (e.g. waiting areas, hallways, bathrooms) at least once per hour.
- 6.3. Frequently disinfect bathrooms, at least every four hours. Create and use a daily checklist to document each time disinfection of bathrooms occurs. Conspicuously post the checklist inside each bathroom clearly detailing the dates and times the room was last cleaned, disinfected, or restocked. External doors and windows should be left open whenever possible to increase ventilation.
- 6.4. If necessary, modify operating hours to ensure time for regular and thorough sanitization.
- 6.5. Servers, bussers, and other Personnel moving items used by patrons, dirty linens, or handling trash bags must wash hands after handling those items, or use disposable gloves (and wash hands before putting them on and after removing them) and change aprons frequently.
- 6.6. Reusable customer items including utensils, food ware, breadbaskets, etc., must be properly washed, rinsed, and sanitized. Use disposable items if proper cleaning of reusable items is infeasible.

7. Section 7 –Operational Requirements for All Dining Establishments

- 7.1. If all or part of Dining Establishment has been vacant or dormant for an extended period, check for pest infestation or harborage, and make sure all pest control measures are functioning. Ensure that plumbing is functioning and that pipes are flushed before use. The San Francisco PUC provides guidance for flushing and preparing water systems at <https://sfwater.org/index.aspx?page=1327>.
- 7.2. All Dining Establishments must comply with the ventilation protocols at Section 4.i of the Stay-Safer-At-Home Order. Review SFPDH's guidance for improved ventilation available at: <https://www.sfgdcp.org/COVID-ventilation>.
- 7.3. Increase fresh air circulation for Personnel by opening windows or doors, if possible to do so, in compliance with the screen requirements contained in California Retail Food Code section 115259.2 & S.F. Health Code section 412.
- 7.4. Each Dining Establishment must designate a Worksite Safety Monitor. Dining Establishments must require Personnel to screen before coming to work, and provide information regarding the availability of testing. If any Personnel tests positive for COVID-19, that individual or supervisor should report the result immediately to the Worksite Safety Monitor. The Worksite Safety Monitor must be ready to assist DPH with any contact tracing or case investigation efforts. The Worksite Safety Monitor shall be responsible for compliance with this Directive. The Worksite Safety Monitor does not need to be on-site at all times.
 - 7.4.1. The Worksite Safety Monitor must provide Personnel with information on the importance of screening, the availability of testing resources, and the appropriate types of Personal Protective Equipment for Personnel. These topics are addressed in guidance applicable to Dining Establishments (attached as Exhibit C).



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- 7.5. Provide training to Personnel on proper ways to wear Face Coverings, how to implement the Social Distancing and Health Protocol, how to monitor the number of patrons in the store or in line, and cleaning and disinfection.
- 7.6. For Personnel who are at increased risk of severe disease if they get COVID-19 (www.sfdcp.org/vulnerable), assign duties that minimize their contact with patrons and other Personnel and patrons (e.g. managing inventory rather than working as a cashier, managing administrative needs through telecommuting).
- 7.7. Consider the following measures to protect Personnel:
 - 7.7.1. Discourage Personnel gatherings in break rooms; space tables at least six feet apart; if space is small schedule Personnel breaks at different times; stagger Personnel breaks to maintain physical distancing protocols.
 - 7.7.2. Extend start and finish times to reduce the number of Personnel in the kitchen at the same time.
 - 7.7.3. Create additional shifts with fewer Personnel to accommodate social distancing.
 - 7.7.4. Stagger workstations so Personnel avoid standing directly opposite one another or within six feet distance.
- 7.8. Provide dishwashers with equipment to protect the eyes, nose, and mouth from contaminant splash using a combination of face coverings, protective glasses, and/or face shields. Dishwashers must be provided impermeable aprons and change frequently. Reusable protective equipment such as shields and glasses must be properly disinfected between uses. Cleaned/sanitized utensils must be handled with clean gloves.
- 7.9. Major changes to food service operations, such as the addition of cleaning stations, food preparation areas, or food storage areas, may require advance approval by the Department of Public Health.

Checklist

Each Dining Establishment must complete, post onsite, and follow this Health and Safety Plan.

Check off all items below that apply and list other required information.

Business/Entity name:

Contact name:

Facility Address:

Email / telephone:

(You may contact the person listed above with any questions or comments about this plan.)

General Requirements for all Dining Establishments

- ☐ Familiarized with and completed all requirements set forth in Health Officer Directive No. 2020-16d, available at: <http://www.sfdph.org/directives>.
- ☐ Has Health and Safety Plan for Health Officer Directive No. 2020-05 for Food Preparation or Delivery Essential Businesses, available at <http://www.sfdph.org/directives>, if applicable.
- ☐ Has necessary permits for outdoor service and placement of tables.
- ☐ Developed a plan to ensure Personnel and patrons comply with social distancing requirements.
- ☐ All Personnel required to use Face Coverings, wash hands frequently, and maintain physical distance of at least 6-feet to the extent possible.
- ☐ Patrons are advised they must wear Face Coverings any time they are not eating or drinking and when personnel approach their table.
- ☐ Closed coat and bag check.
- ☐ Designated areas/markings indicate 6-foot distancing for patrons in various settings (e.g. waiting to order, waiting for restroom, ordering take-out, or waiting to be seated).
- ☐ Provided hand sanitizer (using touchless dispensers when possible) at key entrances, point of sale, and other high contact areas.

Patron Screening & Advisories

- ☐ Have procedures to screen all visitors before seating patrons.
- ☐ Posted the Dining Establishment's occupancy limit at the entrance of the building.
- ☐ Posted at the entrance of the building, which DPH recommended ventilation requirements (if any) have been implemented.
- ☐ Posted signage at primary public entrances reminding people to adhere to physical distancing, hygiene, and Face Covering Requirements and to stay at home when they feel ill.
- ☐ Posted signage at primary public entrance stating that (1) COVID-19 is transmitted through the air and the risk is much higher indoors and (2) seniors and those with health risks should avoid indoor settings with crowd.

Checklist

- ☐ Posted signage reminding patrons and Personnel that SARs-CoV-2 can be spread by individuals who do not feel sick or show outward symptoms of infection.
- ☐ Posted signage informing patrons that they must be seated at tables to consume food or beverages, and to maintain social distance at all times.
- ☐ Posted signage at tables reminding patrons to wear Face Coverings when ordering and at all other times when they are not eating or drinking.
- ☐ Posted signage informing patrons that they may not drink or carry open containers of alcoholic beverages beyond the premises; and that alcoholic beverages will only be served with a bona fide meal.
- ☐ Posted signage informing employees of how to report COVID-19 health order violations. (applies starting November 10, 2020)

Indoor and Outdoor Dining Service Requirements

- ☐ Service tables are limited to six customers, unless all are members of the same household.
- ☐ Each reservation is limited to six customers, unless all are members of the same household.
- ☐ Patrons are not served food or beverages unless they are seated.
- ☐ Each patron ordering an alcoholic beverage has ordered a bona fide meal.
- ☐ Have disposable or laminated menus that can be disinfected.
- ☐ No candles, flower vases, or other items on tables.
- ☐ Any card stands, such as signage reminding patrons to keep Face Coverings on, are laminated or single use.
- ☐ Tables are not pre-set with glassware and utensils.
- ☐ Cleaned flatware, stemware, dishware, etc., is stowed away from customers and personnel until ready to use.
- ☐ Condiments, salt & pepper, etc. are provided on request, either in single serve containers or in shared containers disinfected after each use.
- ☐ Encourage customers to use touchless payment options and sanitize any pens or other equipment after each use.
- ☐ Leftover containers provided only upon request. Customers fill their own containers.
- ☐ No shared entertainment items such as board games, pool tables, or arcade games.
- ☐ Areas where customers congregate, serve themselves, or touch food or other items are closed.
- ☐ No tableside preparation or presentation of food tableside.

Outdoor Dining Requirements

- ☐ Service tables are placed to ensure that patrons are at least six feet apart or are separated by an impermeable physical barrier.
- ☐ Patrons are advised that they may enter the establishment only for limited reasons.
- ☐ No entertainment involving singing, playing wind or brass instruments, etc. that increases the risk of aerosol transmission of COVID-19.
- ☐ Outdoor shelters allow for the free flow of air in the breathing zone.

Indoor Dining Requirements

- ☐ Occupancy of collective interior spaces is limited to the lesser of 25% of the maximum occupancy or 100 patrons.
- ☐ Posted calculated occupancy limit at entrance to interior space.
- ☐ Service tables are placed to ensure that patrons are at least six feet apart when seated. Maximized spacing tables where possible.
- ☐ Closed bar counters, and seating near food preparation areas where it is not possible to have six feet distance from work areas/stations in use.
- ☐ No live entertainment or entertainment on screens (e.g. TVs or movie screenings).
- ☐ Have procedures to limit seatings to two hours.
- ☐ Food and beverage service closes at midnight. Indoor dining space is closed to the public at 12:30 a.m.

Cleaning and Disinfecting Requirements

- ☐ Disinfect each customer dining location before opening each day and after every use, including tables, chairs, booster seats, highchairs, booths, etc.
- ☐ Disinfect highly touched surfaces (e.g. doors, handles, faucets, tables, etc.), and high traffic areas (e.g. waiting areas, hallways, bathrooms) at least once per hour
- ☐ Frequently disinfect bathrooms, at least every 4 hours. Cleaning log conspicuously posted in bathroom.
- ☐ Reusable customer items (e.g., utensils, food ware, breadbaskets, etc., are properly washed, rinsed, and sanitized) after each use.
- ☐ Implemented all sanitization requirements as described in Health Officer Directive 2020-16c.

Health Officer Directive No. 2020-16d (Exhibit B)
Health and Safety Plan (issued 11/3/2020)**Operational Requirements**

- ☐ Evaluated and made all feasible upgrades or modifications to the HVAC systems.
- ☐ Completed evaluation of electrical safety and implemented all required precautions.
- ☐ Confirmed that plumbing is functioning and, if the facility was dormant, flushed the pipes.
- ☐ Checked for harborage, and pests, and confirmed that pest control measures are functioning.
- ☐ Windows or doors are open, if possible, to ventilate areas for Personnel.
- ☐ Designated a Worksite Safety Monitor. Individual is familiar with obligations under Health Officer Directive 2020-16c.
- ☐ Ensured daily COVID-19 symptom self-verifications are completed by all Personnel as required by the Social Distancing Protocol.
- ☐ Provided training to Personnel on requirements of this directive.
- ☐ Considered needs of Personnel who are at increased risk of severe disease if they get COVID-19.
- ☐ Considered additional protections for Personnel, including: discouraging Personnel gatherings in break rooms; staggering Personnel breaks to maintain physical distancing protocols; extending start and finish times to reduce the number of Personnel in the kitchen at the same time; creating additional shifts with fewer Personnel to accommodate social distancing.
- ☐ Provided dishwashers with equipment to protect the eyes, nose, and mouth from contaminant splash using a combination of face coverings, protective glasses, and/or face shields, and impermeable aprons.

Additional Measures

Explain:

Click or tap here to enter text.

Dining Establishment Self-certification (must be signed by Dining Establishment Owner or Worksite Safety Monitor):

Initial each line and sign below:

_____ I acknowledge that I have read and fully understand the information above.



Health Officer Directive No. 2020-16d (Exhibit B)
Health and Safety Plan (issued 11/3/2020)

_____ The owner/Worksite Safety Monitor will ensure these principles and procedures will be reviewed with all current and future employees.

Print name

Date:

Signature



Interim Guidance: Dining During the COVID-19 Pandemic – Indoor and Outdoor

November 3, 2020

This guidance was developed by the San Francisco Department of Public Health (SFPDH) for local use. It will be posted at <http://www.sfdcp.org/foodfacilities>. This guidance may change as new knowledge emerges and local community transmission changes.

BACKGROUND: With modified operations dining establishments are allowed to open for outdoor dining, and indoor dining on a limited basis. Eating establishments are required to adhere to these guidelines and must monitor and comply with all applicable Health Directives, which are posted at <http://www.sfdph.org/directives>.

AUDIENCE: All eating establishments that provide **bona fide meals** and their patrons.

WHAT HAS CHANGED: Since the September 30, 2020 version of this guidance, the following major requirements have changed:

- Adds ventilation requirement for establishments dependent on natural ventilation during poor air quality or inclement weather events

Please see the **Indoor Dining Service** section for occupancy parameters.

GENERAL REQUIREMENTS

Definition of Bona Fide Meals

Bona fide meals means a sufficient quantity of food that it would constitute a main course. Dining Establishments should consult guidance from the State Department of Alcoholic Beverage Control on what constitutes a bona fide meal. The guidance can be found at <https://www.abc.ca.gov/what-is-required-to-be-considered-a-meal>. Serving prepackaged food like sandwiches or salads, or simply heating frozen or prepared meals, do *not* qualify as bona fide meals. The state Department of Alcoholic Beverage Control has stated that it will look at the totality of a licensed business' operations in determining whether it is serving legitimate meals in a bona fide manner or if the food offered is a mere pretext for opening under the state's Blueprint for a Safer Economy. The primary focus of the licensed premises should be on bona fide meal service, with the service of alcoholic beverages only as a secondary service in support of that primary focus

Who May Serve Bona Fide Meals

Bona fide meals may be served by the dining establishment or another person or business operating under an agreement with the dining establishment. The Dining Establishment **must have a valid permit to operate as a food establishment**, along with any other relevant permits normally required.



Alcoholic Beverages

The sale of alcoholic beverages without a bona fide meal is prohibited, and each patron ordering an alcoholic beverage must also order a bona fide meal.

Prepare and Post a Health and Safety Plan and Social Distancing Protocol

Each dining establishment must complete a Health and Safety Plan and post in a public location, and on the dining establishment's website, if applicable. **Compliance with this requirement of the directive is required to maintain your food permit.** The Health and Safety Plan is in a checklist format and serves as a reminder of all the best practices that your business needs to follow including universal requirements such as requiring face coverings, [signage](#), and enforcing six foot distances between people. A Social Distancing Protocol must also be completed and posted, and is available at <https://www.sfdph.org/dph/alerts/files/C19-07i-Appendix-A.pdf>.

COVID-19 BASICS

How Does Covid-19 Spread?

COVID-19 is transmitted from person-to-person and is thought to occur when:

- large droplets from coughing and sneezing are propelled directly into the face, nose, eyes, and mouth of someone nearby, usually within 6 feet (droplet transmission),
- a person breathes, talks, sings, coughs, or sneezes releasing small infectious particles which can remain suspended in the air for a period of time and/or moving beyond 6 feet on indoor air currents (aerosol transmission), and
- a person touches a surface that is contaminated and then touches a mucus membrane such as their nose, eyes or mouth (contact transmission).

Basic Covid-19 Prevention

- [Wash your hands often with soap and water](#). If soap and water are not available, use a hand sanitizer that contains at least 60% alcohol.
- [Avoid Close Contact](#). To the greatest extent, maintain six feet of social distancing between yourself and the people who don't live in your household.
- [Wear a Face Covering](#). Cover your mouth and nose with a mask in public settings and when around people who don't live in your household.
- Routinely [clean and disinfect](#) frequently touched surfaces.
- [Monitor Your Health Daily](#). Be alert of symptoms such as fever, cough, shortness of breath, or other symptoms



PREPARE

The Role of Ventilation

Good ventilation controls droplets and infectious particles to prevent COVID-19 transmission by:

- removing air containing droplets and particles from the room,
- diluting the concentration of droplets and particles by adding fresh, uncontaminated air,
- filtering room air, removing droplets and particles from the air

Make Necessary Ventilation Improvements, If Feasible, Including:

- ☐ HVAC systems (if one is present)
 - ☐ Ensure HVAC systems are serviced and functioning properly.
 - ☐ Evaluate possibilities for upgrading air filters to the highest efficiency possible.
 - ☐ Increase the percentage of outdoor air through the HVAC system, readjusting or overriding recirculation (“economizer”) dampers.
 - ☐ Disable “demand controls” on ventilation systems so that fans operate continuously, independently of heating or cooling needs.
 - ☐ Evaluate running the building ventilation system even when the building is unoccupied to maximize ventilation. At the minimum, reset timer-operated ventilation systems so that they start operating 1-2 hours before the building opens and 2-3 hours after the building is closed.
- ☐ Increase natural ventilation by opening windows and doors when environmental conditions and building requirements allow.
- ☐ Consider installing portable air cleaners (“HEPA filters”).
- ☐ If the establishment uses pedestal fans or hard mounted fans, adjust the direction of fans to minimize air blowing from one individual’s space to another’s space.

For more information and additional resources, please see the following: San Francisco Department of Public Health (SFPDH): <https://www.sfgdcp.org/COVID-ventilation>

All indoor dining operations must:

- ☐ Review the San Francisco Department of Public Health (SFPDH) Ventilation Guidance (<https://www.sfgdcp.org/COVID-ventilation>) and keep an annotated copy available. Ventilation guidance from recognized authorities such as the Centers for Disease Control, ASHRAE, or the State of California may be used instead.
- ☐ Post signage at public entrances Indicating which of the following systems are used:
 - All available windows and doors are kept open
 - HVAC systems fully operational
 - Appropriately sized Portable Air Cleaners



- none of the above

Doors and Windows required to be kept closed for fire/life safety purposes are exempt. For example, fire doors must remain closed. Make sure open windows do not create falling hazards especially for children.

Sign templates can be found at:

<https://sf.gov/outreach-toolkit-coronavirus-covid-19>

Beginning November 17, 2020: If the dining establishment cannot implement any of these three measures due to smoke or other conditions, the establishment must temporarily close until one of the two other ventilation measures are implemented.

Train Personnel

Ensure that all personnel are trained on the following protocols:

- Health and Safety Plan, Social Distancing, and Screening Protocols. Share information on [COVID-19, how to prevent it from spreading](#), and which [underlying health conditions](#) may make individuals more susceptible to contracting the virus.
- How to monitor social distancing and offer gentle reminders to patrons to maintain social distance, and wear Face Coverings. Patrons should maintain a distance of six feet if they are not in the same household while waiting in line for pick up, waiting to be seated, or waiting in line for the restrooms. Personnel should remind patrons that dancing, and other congregations, for example, standing and mingling away from their tables, is not permitted.
- Appropriate personal protective equipment, including the proper way to wear face coverings and use protective gloves.
- Cleaning and disinfection techniques, and the importance of disinfecting frequently touched surfaces. See [DPH Guidance on cleaning](#).
- De-escalation with patrons who do not comply with policies and provide resources to personnel to address anxiety, stress, and mental health. Examples of trainings include de-escalation training from the National Restaurant Association. (<https://www.servsafe.com/freecourses>) Recognize the fear in returning to work, communicate transparently, listen, and survey regularly.
- Employer or government-sponsored sick leave and other benefits the personnel may be entitled to receive that would make it financially easier to stay at home (see Paid sick leave in San Francisco). Remember that personnel cannot be fired due to COVID-19 results or needed time off for recovery. To access the links in this Guidance, please view it at www.sfcddp.org/foodfacilities

Create a Safer Space

You may need to change the physical layout of your business to help social distancing for patrons and personnel. Modifications to consider include creating separate entrances and exits, marking spaces with tape or other decals to indicate six-foot distances, and erecting transparent shields around high patron contact areas such as checkout counters.



- **Redesign layout to allow for proper social distancing.** Space workstations at least six feet apart.
- **Create separate spaces for vendor pickups and/or deliveries, take-out, and dine-in protocols.** To the greatest extent possible, create separate paths for dine-in patrons, for payment and/or pickup if possible. Introduce clear signage for take-out versus dine-in areas. All lines should be formed outside.
- **Create sufficient space to enable the customer to stand at least six feet away from the cashier** while items are being paid for, or provide a physical barrier, for example, Plexiglas large enough to prevent transmission of respiratory droplets between the patron and the cashier.
- **Close areas where patrons may congregate, serve themselves, or touch items that other guests may use.** For example, close salad bars, buffets, condiment caddies, and self-service food dispensers.
- **Create markings that indicate 6-foot distancing for patrons in various settings** (e.g. waiting to order, waiting for restroom, ordering take-out, or waiting to be seated). **Paths to restroom, pick-up/take out counters, and entrances/exits must be clearly marked.**
- **Post signage** reminding patrons of the need to **wear face coverings at all times** except while eating and drinking.
- **Make sanitizer available at point of sales area and exits/entrances.**
- **Coat and bag checks must be closed.**

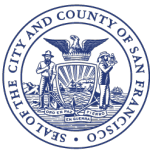
PROTECT PERSONNEL

Coordinate your Efforts

Designate a COVID-19 Worksite Safety Monitor, who can act as the staff liaison, and single point of contact for Personnel at each site for questions or concerns around practices, protocols, or potential exposure. This person will also serve as a liaison to SFDPH. The liaison should train staff to advise patrons, if necessary, that the dining establishment will refuse service to the customer if they fail to comply with safety requirements.

Screen Personnel and Encourage Testing

- **Conduct wellness checks for everyone** (employees, vendors, and delivery staff) before they enter the building. Screening instructions for personnel is found at www.sfdcp.org/screening-handout. Establishments must exclude those who answer yes to any of the questions on the above form.
- **Encourage COVID-19 testing.** Many people with COVID-19 do not know they are sick because they have no symptoms, yet they can still infect others. Testing for COVID-19 is available in San Francisco. Healthcare providers in San Francisco are **REQUIRED** to test anyone with COVID-19 symptoms (see sfdcp.org/covid19symptoms). If you want to get tested when you have no symptoms, health insurers in California are **REQUIRED** to pay for testing for essential workers including restaurant workers. If you choose to get tested when you have no symptoms, do not get tested more frequently than once every 2 weeks. If you are uninsured, you can get tested at CityTestSF (sf.gov/citytests).
- If you are feeling ill with cold or flu-like symptoms, you **MUST** get tested for COVID-19 and have a negative result before being allowed to go back to work (see sfdcp.org/screen and sfdcp.org/rw).



If you are feeling ill, get tested and DO NOT enter a business or organization unless it is for core essential needs (such as food, housing, health care, etc.) that you cannot obtain by any other means.

- **Take all possible steps to prevent getting sick.** Wear a face covering, practice good hand hygiene, stay physically distant from others (at least six feet), and do not approach the dining table until patrons are masked.
- **Strongly encourage all personnel to get a flu shot.**

Require Masks and Other Protective Equipment

Everyone must wear face coverings at all times except when actively eating or drinking. This includes both personnel (vendors, delivery drivers) and patrons.

Servers and other “front-of-house” staff may choose to wear a more protective mask (“respirator”) instead of cloth face covering for increased protection while working indoors – especially if they are at high risk of having severe disease if they get COVID-19 (see www.sfcddp.org/vulnerable). Check [for NIOSH-approval](#) of N95 Respirators if you are going to buy them. *If you use an N95 Respirator with a valve, you must cover the valve with an additional face covering.*

Consider Other Measures to Protect Personnel

- Limit in-person personnel gatherings (for example, staff meetings) to the greatest extent possible. Consider holding staff meetings virtually.
- Create additional shifts with fewer personnel to accommodate social distancing.
- Personnel should each have their own pen or pencil that is not shared.

SIGNAGE

Dining establishments **must** post signage stating the following. Sample signage will be available at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>. **Several key signage requirements include:**

- **Conspicuously post signage around the Dining Establishment** – including at all primary public entrances – reminding people to adhere to physical distancing, hygiene, and Face Covering Requirements and to stay at home when they feel ill. Posted signage must include a standalone sign bearing the message: that (1) COVID-19 is transmitted through the air and the risk is much higher indoors and (2) seniors and those with health risks should avoid indoor settings with crowds. Examples of signs can be found at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>. Post signage reminding Patrons and Personnel that COVID-19 can be spread by individuals who do not feel sick or show outward symptoms of infection.
- Post signage informing **patrons that they must be seated at tables to consume food or beverages**, and that they must be at least six feet away from Patrons at other tables at all times.
- Post signage at tables reminding **patrons to wear Face Coverings when interacting with staff** (ordering or paying) and at all other times when they are not eating or drinking.
- Dining establishments offering alcoholic beverage service must post signage informing Patrons that they **may not drink or carry open containers beyond the premises**; and that **alcoholic beverages**



may only be served with a meal.

DINING SERVICE – ALL ESTABLISHMENTS

Welcome Patrons

- **Eating establishments must verbally screen all patrons upon entry with the questions about COVID-19 symptoms and exposure to COVID-19.** Facilities must ask the questions and relay the information found at: <https://www.sfdcp.org/screeningvisitors>. Facilities must exclude those who answer yes to any of the questions on the above form.
- **Advise Patrons that they must wear face coverings any time they are not eating or drinking,** including but not limited to: While they are waiting to be seated; while reviewing the menu and ordering; while socializing at a table waiting for their food and drinks to be served or after courses or the meal is complete; and any time they leave the table, such as to use a restroom. Patrons must also wear face coverings any time servers, bussers, or other Personnel approach their table. Personnel must not approach a customer's table until the customer has replaced their face covering.

Adapt Reservation and Seating Process

- **Encourage reservations to limit crowds.** Ensure that timing of reservations allows sufficient time for cleaning and disinfection between patrons.
- **Ask Patrons to voluntarily provide a contact name and phone number** for their group for possible contact tracing. Restaurants should keep this information on file for at least 3 weeks. Patrons are not required to provide contact information.
- **Patrons in a single group are limited to six Patrons, unless they are all in the same household.** We strongly encourage that only individuals in the same household should sit together in a dining setting. People in the same party seated at the same table do not have to be six feet apart.
- **All Patrons must be seated at a table to eat or drink.** Standing between tables or gathering in other areas of the dining establishment is not permitted. Patrons are not allowed to stand, gather, dance, or circulate between tables.
- **Patrons may not be served food or beverages while waiting to be seated.**
- **Plan customer seating arrangements** assigning each customer group to promote distancing.
- **Consider having Patrons seat themselves** by displaying table numbers. Have a greeter behind plexiglass assigning Patrons tables (after verbal screening for COVID-19).
- **Keep Personnel schedule records** in order to facilitate contact tracing.
- **Limit the number of staff serving each party** to reduce possible contacts. Ideally, one person should serve each table.
- **Tablesides preparation or presentation of food tableside is prohibited.**

Prevent Cross-Contamination from Touching Common Items

- **Consider having electronic menus and/or electronic ordering** for patrons to view on their mobile devices. Alternately, provide laminated menus that are disinfected after each use.
- **Encourage Patrons to use touchless payment options** and sanitize any pens or other equipment



after each use.

- **Discontinue presetting tables with utensils and glassware**, provide utensils in a prewrapped cloth or paper napkin and use disposable napkins or tablecloths where possible.
- **Cleaned flatware, stemware, dishware, etc., is covered** and kept away from Patrons and personnel until ready to use.
- **Disinfect dining location after every use.** This includes tables, chairs, and highchairs/boosters. Follow instructions on disinfectants, inform your guests to allow time to be disinfected
- **Limit the number of passable objects on table** (No card stands, candles, flower vases) and provide condiments such as ketchup, mustard, hot sauce in single servings upon request.
- **Tablecloths must be changed after each use.**
- **Do not provide shared entertainment items** such as board games, pool tables, or arcade games.
- **Provide leftover containers only upon request.** Staff should not fill the leftover container. Each party should fill its own leftover containers. Any Personnel moving items used by patrons, dirty linens, or handling trash bags must wash hands after handling those items or use disposable gloves (and wash hands before putting them on and after removing them), and change aprons frequently.
- **Reusable customer items including utensils, food ware, breadbaskets, etc., must be properly washed, rinsed, and sanitized.** Use disposable items if proper cleaning of reusable items is infeasible.

OUTDOOR DINING SERVICE

Promote Outdoor Seating

- **If possible, prioritize outdoor seating areas for your Patrons.** Increasing evidence shows the COVID-19 virus can spread through the air. Fresh air is important, and outdoor settings are safer than indoor ones.
- **Patrons dining outdoors must remain outdoors** and may enter the establishment only to access a bathroom, to access an outdoor space that is only accessible by traveling through the restaurant, or to order or pickup food at an indoor counter.

Create a Safer Space

- **Barriers:** If outdoor service tables cannot be spaced far enough apart to ensure that Patrons are at least six feet apart from other seated Patrons, then the dining establishment must install an impermeable physical barrier between outdoor service tables to protect Patrons and Personnel.
- **Umbrellas, canopies, and other shade structures must allow the free flow of air through the area.**
- **Live entertainment that might increase the risk of COVID-19 transmission is prohibited.** For example, wind instruments, singing, or strenuous dancing or acrobatics are prohibited, while string instruments or piano are permissible.



INDOOR DINING SERVICE

Reduce Seating Capacity

- **Dining establishments must limit the number of patrons** to 25% of the established occupancy limit, 100 patrons, or the amount required to maintain six feet of distance between seated patrons, whichever is less.
- **Ensure that seated patrons maintain at least six feet distance from other Patrons seated at different service tables.** Use signage, ropes, removal of chairs, or other means to indicate which tables that are not available for use. For indoor establishments, impermeable barriers are not permitted as a substitute to maintaining six feet distance.
- **For establishments with multiple rooms, limit the capacity in each room to 25% of the maximum capacity.** This capacity limit includes outdoor dining patrons who may need to enter the building to order food or use the restroom, and patrons who may need to enter the building to pick up food or takeout.
- **Post the occupancy limit** at the entrance to the building.

Create a Safer Space

- **Seating arrangements should spread Patrons throughout the available interior space** to allow for maximum distance between Patrons.
- **Discontinue seating patrons in areas where they cannot maintain at least six feet of distance from Personnel work areas,** such as certain checkout counters or food preparation areas.
- **Entertainment is not permitted indoors at this time.** This includes live entertainment or televisions, or other types of screens.
- Service for food and beverage ends at **12:00 am**, Patrons may stay and finish their meal until 12:30 am. **At 12:30 am indoor dining spaces must be closed to the public.**

CLEANING AND DISINFECTION

What and When to Disinfect

- **Use disinfectants on frequently touched surfaces, but not for food contact surfaces.** For food contact surfaces, continue following state requirements for Cleaning and Sanitizing of Equipment and Utensils (California Health & Safety Code, Part 7 Chap. 5).
- **Disinfect highly touched surfaces once per hour.** Disinfection is most important on frequently touched surfaces such as tables, doorknobs, light switches, countertops, handles, desks, phones, keyboards, toilets, faucets, sinks, etc. Keep a bottle of disinfectant and cloth handy near intensely used areas such as payment areas.
- **Disinfect each customer seating location before opening each day and after every use,** including tables, chairs, booster seats, highchairs, booths, and the sides of such surfaces.



- **Frequently disinfect bathrooms, at least every four hours.** Conspicuously post the checklist inside each bathroom clearly detailing the dates and times the room was last cleaned, disinfected, or restocked.

How to Disinfect

- **Read and follow product label instructions for required protective equipment.** Gloves are frequently required to protect the users, long sleeves and eye protection are not uncommon.
- **Clean first, then disinfect.** Disinfectants do not work well on soiled surfaces. See SF DPH Cleaning Guidance.
- **Use the right product.** Choose EPA-registered disinfectants that are approved COVID-19. Find a complete list of approved products at <https://cfpub.epa.gov/giwiz/disinfectants/index.cfm>; you may also check the SF Environment website for reduced risk products.
- **If concentrates must be used, follow dilution directions carefully and wear eye protection and gloves.** Follow label directions for products which require dilution. Measure, rather than "eye estimate" both the concentrate and the water; some suppliers have "Metered Dispensing Systems" which automate the measuring process. Don't forget to clearly label all containers with diluted products."
- **Using too much product does not improve its performance and can create hazards for both the user and others who come into contact with treated surfaces.** In the case of chlorine bleach please note that for COVID-19 the CDC specifies a different concentration of bleach (5 Tablespoons per gallon of water or 4 teaspoons per quart of water) than is used for other applications.
- **Don't wipe it off immediately.** EPA approved disinfectants require a minimum contact time to be effective against the human coronavirus, and the disinfectant must be left on the surface for this amount of time before being wiped off.

FAQ

Q. How do I calculate the number of Patrons who can be in my restaurant?

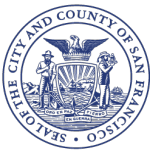
A. Divide the established occupancy limit for the establishment by four. Do the same on a room-by-room basis, if your restaurant has multiple dining rooms. The total number of Patrons may not exceed 100, or the number required to maintain a six foot distance between seated patrons – whichever is less.

Q. Should we require our staff to get regular testing?

A. At this time, we do not recommend regular testing of your staff. However; through daily screening, if your staff has answer "yes" to any of the questions, please take the necessary steps in outlined in the screening handout to test, quarantine and isolate.

Q: I want to protect my workers as much as possible. What do I need to know about N95 and similar masks?

A: Choose an N95 respirator that is approved by the Center for Disease Control's National Institute of Occupational Safety and Health (NIOSH). Follow manufacturer's instructions. Do not share respirators. If N95 respirators are provided, CalOSHA requirements may apply (see <https://www.dir.ca.gov/Title8/5144d.html>).



- Because restaurant patrons will be removing their masks while eating and drinking and indoor interactions are riskier than outdoor interactions, servers and other “front-of-house” staff may choose to wear an N95 respirator instead of cloth face covering for increased protection while working indoors – especially if they are at high risk of having severe disease if they get COVID-19 (see www.sfgdcp.org/vulnerable). If N95 respirators are provided, CalOSHA requirements may apply (see <https://www.dir.ca.gov/Title8/5144d.html>). If using an N95 mask:
 - Choose NIOSH approved N95, N99, or N100, R99 or R100, or P99 and P100 respirators. The NIOSH Approval will tell you the protection of the respirator you are purchasing. Read and heed all instructions provided by the manufacturer on use, maintenance, cleaning and care, and warnings regarding the respirator’s limitations. Forthcoming information on how to safely use N95 masks will be posted at: www.sfgdcp.org/ppe
 - Do not share respirators.
 - If you use an N95 respirator with a valve, you must cover the valve with an additional face covering.

Q. Are we allowed to have buffet?

A. No, buffets are prohibited at this time due to the increased risk of transmission of COVID-19.

Q. Are patrons allowed tabletop/self-cook?

A. No, patrons are not allowed to tabletop/self-cooking to ensure proper ventilation in the dining space.

Q. How often should restrooms be disinfected?

A. Restrooms should be disinfected at the beginning of the workday (or done at closing) and should be disinfected every 4 hours.

Q. How often should we clean areas?

A. Disinfect high touch surfaces such as door handles, payment machines, counter tops, toilet seats, and faucets at least once per hour. Post a cleaning log conspicuously in each bathroom.



Resources

Stay informed. Information is changing rapidly. Useful resources can be found at:

- Printable resources such as signage:
 - <https://sf.gov/outreach-toolkit-coronavirus-covid-19>
- San Francisco Department of Public Health (SFPDH)
 - <https://www.sfdcp.org/covid19>
- California Blueprint for a Safer Economy issued by the State of California
 - <https://covid19.ca.gov/safer-economy/#reopening-data>
- Centers for Disease Control and Prevention (CDC)
 - List of Guidance documents (searchable)
<https://www.cdc.gov/coronavirus/2019-ncov/communication/guidance-list.html>
- Promoting face covering-wearing during the COVID-19 pandemic: A POLICYMAKER'S GUIDE
 - <https://preventepidemics.org/wp-content/uploads/2020/08/Promoting-Face-covering-Wearing-During-COVID-19.pdf>



**City and County of
San Francisco**

**Department of Public Health
Health Officer Directive**

DIRECTIVE OF THE HEALTH OFFICER No. 2020-29c

**DIRECTIVE OF THE HEALTH OFFICER OF
THE CITY AND COUNTY OF SAN FRANCISCO REGARDING REQUIRED BEST
PRACTICES FOR LODGING FACILITIES, INCLUDING HOTELS, MOTELS AND
SHORT-TERM RENTALS**

(PUBLIC HEALTH DIRECTIVE)

DATE OF DIRECTIVE: November 3, 2020

By this Directive, the Health Officer of the City and County of San Francisco (the "Health Officer") issues industry-specific direction that lodging facilities, as described below, must follow as part of the local response to the Coronavirus Disease 2019 ("COVID-19") pandemic. This Directive constitutes industry-specific guidance as provided under Sections 4.e and 11 of Health Officer Order No. C19-07m issued on November 3, 2020 (the "Stay-Safer-At-Home Order") and, unless otherwise defined below, initially capitalized terms used in this Directive have the same meaning given them in that order. This Directive goes into effect immediately upon issuance, and remains in effect until suspended, superseded, or amended by the Health Officer. This Directive has support in the bases and justifications set forth in the Stay-Safer-At-Home Order. As further provided below, this Directive automatically incorporates any revisions to the Stay-Safer-At-Home Order or other future orders issued by the Health Officer that supersede that order or reference this Directive. This Directive is intended to promote best practices as to Social Distancing Requirements and sanitation measures, helping prevent the transmission of COVID-19 and safeguard the health of workers, customers, and the community.

**UNDER THE AUTHORITY OF CALIFORNIA HEALTH AND SAFETY CODE
SECTIONS 101040, 101085, AND 120175, THE HEALTH OFFICER DIRECTS AS
FOLLOWS:**

1. Definitions. For purposes of this Directive, the following terms shall have the meanings given below:
 - a. "Lodging Facility" means any facility in San Francisco where members of the public can obtain lodging on a short-term basis, including, without limitation, hotels, motels, auto courts, bed and breakfasts, inns, cabins and cottages, hostels, and lodging provided for vacation or short-term rentals (i.e. rentals for fewer than 30 consecutive nights at a time) by owners through on-line services.
 - b. Lodging Facility does not include:
 - i. homeless shelters or other facilities used to house persons who are experiencing homelessness or would otherwise become homeless;
 - ii. single room occupancy hotels, sometimes known as "SROs" or "residential hotels";
 - iii. transitional housing designed for individuals or families seeking to transition to independent living;
 - iv. assisted living facilities and residential care facilities, including, but not limited to, skilled nursing facilities (sometimes known as nursing homes);



**City and County of
San Francisco**

**Department of Public Health
Health Officer Directive**

Health Officer Directive No. 2020-29c

- v. residential healthcare facilities;
 - vi. lodging facilities where the average duration of guest occupancy is more than 60 days;
 - vii. foster homes, including, but not limited to, foster group homes;
 - viii. lodging that is owned and operated by governmental entities; or
 - ix. lodging that is being used by governmental entities, or through contracts with governmental entities, for the purpose of responding to COVID-19.
- c. A "Guest" of a Lodging Facility refers to any person who rents or stays in a room or rooms at a Lodging Facility.
- d. "Isolation Area." All Lodging Facilities must have an Isolation Area, which is a room or group of rooms set aside for Guests who are COVID-19 positive, exhibiting COVID-19 symptoms, or have recently come into close contact with someone who tested positive for COVID-19 in the last 14 days. The Isolation Area should consist of at least 5 percent of the total rooms available at the Lodging Facility, be all adjacent to one another, and all within a discrete and separable area of the facility. Lodging Facilities with 2 to 20 rooms may create an Isolation Area that contains one room. This requirement does not apply to Lodging Facilities with one room.
- e. "Personnel" includes all of the following people who provide goods or services associated with a Lodging Facility: employees; contractors and sub-contractors (such as those who sell goods or perform services onsite or who deliver goods for the business); independent contractors; vendors who are permitted to sell goods onsite; volunteers; and other individuals who regularly provide services onsite at the request of the Lodging Facility. "Personnel" includes "gig workers" who perform work via the business's app or other online interface, if any.
- f. "Unoccupied Unit" means a residence or unit in a Lodging Facility that is rented while the operator is not physically present or has a separate exterior entrance and exit that does not require the use of shared facilities, and is otherwise unoccupied.
2. This Directive applies to all owners, operators, managers, and supervisors of any Lodging Facility. While hotels, motels, and other lodging facilities are critical for safe travel and business operation, Lodging Facilities can pose significant risks to public health in light of the COVID-19 pandemic. Because Lodging Facilities typically involve members of different households staying in close proximity within an enclosed area for days or weeks at a time, and often using shared equipment or spaces, Lodging Facilities must take extra precautions to reduce the risk of COVID-19 transmission for Personnel, Guests, and others. Because many individuals may be pre-symptomatic, or show no symptoms at all there is a heightened need for comprehensive and medical-based cleaning, disinfecting, and operating standards. To mitigate virus transmission risks, this Directive outlines minimum requirements for Lodging Facilities, including limitations on the use of common areas and gathering places, encouraging contactless interactions, and requiring thorough cleaning of commonly touched surfaces and appropriate precautions for the cleaning of rooms. Due to the transient nature of Guest stays at Lodging Facilities,



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this Directive also takes precautions to avoid unnecessary risks presented by cumulative or cross-contamination between individuals. This Directive, in combination with the incorporated CDC guidelines, and the California DPH guidelines, collectively represent the most stringent cleaning and disease prevention standards applicable to Lodging Facilities in San Francisco.

- a. Lodging Facilities are not required to screen Guests for COVID-19 symptoms. Lodging Facilities should not refuse to accept guests who are COVID-19 positive, exhibiting COVID-19 symptoms, or have recently come into close contact with someone who tested positive for COVID-19 in the last 14 days, unless the Guest needs immediate medical attention.
 - b. Lodging Facilities with conference facilities, convention centers or other meeting venues, and banquet halls, if applicable, must keep these areas closed until each of these types of establishments are allowed to resume modified or full operation by the Health Officer.
 - c. Property managers, timeshare operators, and other rental unit owners and operators are only allowed to rent Unoccupied Units and cannot rent rooms or spaces within an occupied residence until otherwise notified through a written directive from the Health Officer.
3. Attached as Exhibit A to this Directive is a list of best practices that apply to Lodging Facilities (the "Best Practices"). Each Lodging Facility must comply with all of the relevant requirements listed in the Best Practices.
4. Before it begins to offer lodging, services or allow Personnel onsite, each Lodging Facility, must create, adopt, and implement a written health and safety plan (a "Health and Safety Plan"). The Health and Safety Plan must be substantially in the form attached to this Directive as Exhibit B.
5. If an aspect, service, or operation of the Lodging Facility is also covered by another Health Officer directive (all of which are available at <http://www.sfdph.org/directives>), then the Lodging Facility must comply with all applicable directives, and it must complete all relevant Health and Safety Plan forms.
6. Each Lodging Facility must (a) make the Health and Safety Plan available to every Guest before check in, (b) provide a summary of the Health and Safety Plan to all Personnel working on site or otherwise in the City in relation to its operations and make the Health and Safety Plan available to Personnel upon request, and (c) post the Health and Safety Plan at each entrance to any physical business site within the City. Also, each Lodging Facility must provide a copy of the Health and Safety Plan and evidence of its implementation to any authority enforcing this Directive upon demand.
7. Each Lodging Facility subject to this Directive must provide items such as Face Coverings (as provided in Health Order No. C19-12c issued on July 22, 2020, and any future amendment to that order), hand sanitizer or handwashing stations, or both, and disinfectant and related cleaning supplies to Personnel, all as required by the Best Practices. If any such Lodging Facility is unable to provide these required items or otherwise fails to comply with required Best Practices or fails to abide by its Health and Safety Plan, then it must cease operating until it can fully comply and



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demonstrate its strict compliance. Further, as to any non-compliant Lodging Facility, any such Lodging Facility is subject to immediate closure and the fines and other legal remedies described below, as a violation of the Stay-Safer-At-Home Order.

8. This Directive and the attached Best Practices may be revised by the Health Officer, through revision of this Directive or another future directive or order, as conditions relating to COVID-19 require, in the discretion of the Health Officer. Each Lodging Facility must stay updated regarding any changes to the Stay-Safer-At-Home Order and this Directive by checking the Department of Public Health website (<https://www.sfdph.org/directives>) regularly.
9. Implementation of this Directive augments—but does not limit—the obligations of each Lodging Facility under the Stay-Safer-At-Home Order including, but not limited to, the obligation to prepare, post, and implement a Social Distancing Protocol under Section 4.d and Appendix A of the Stay-Safer-At-Home Order. The Lodging Facility must follow these industry-specific Best Practices and update them as necessary for the duration of this Directive, including, without limitation, as this Directive is amended or extended in writing by the Health Officer and consistent with any extension of the Stay-Safer-At-Home Order, any other order that supersedes that order, and any Health Officer order that references this Directive.

This Directive is issued in furtherance of the purposes of the Stay-Safer-At-Home Order. Where a conflict exists between this Directive and any state, local, or federal public health order related to the COVID-19 pandemic, including, without limitation, the Social Distancing Protocol, the most restrictive provision controls. Failure to carry out this Directive is a violation of the Stay-Safer-At-Home Order, constitutes an imminent threat and menace to public health, constitutes a public nuisance, and is a misdemeanor punishable by fine, imprisonment, or both.

A handwritten signature in cursive script that reads "Tomás Aragón".

Tomás J. Aragón, MD, DrPH,
Health Officer of the
City and County of San Francisco

Date: November 3, 2020



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Exhibit A to Health Officer Directive No. 2020-29c (issued 11/3/2020)

Best Practices for Lodging Facilities

In addition to preparing, posting, and implementing the Social Distancing Protocol required by Section 4.d and Appendix A of Health Officer Order No. C19-07m (the "Social Distancing Protocol"), each Lodging Facility that operates in San Francisco must comply with each requirement listed below and prepare a Health and Safety Plan substantially in the format of Exhibit B, below.

1. Section 1 – General Requirements for all Lodging Facilities:

- 1.1. Follow all applicable public health orders and directives, including this Directive and any applicable State orders or industry guidance. In the event of any conflict between a State order or guidance and this directive, follow the more restrictive measure.
- 1.2. If all or part of a Lodging Facility has been vacant or dormant for an extended period, ensure that plumbing is functioning and that pipes are flushed before use. The San Francisco PUC provides guidance for flushing and preparing water systems at <https://sfwater.org/index.aspx?page=1327>.
- 1.3. All Lodging Facilities must comply with the ventilation protocols at Section 4.i of the Stay-Safer-At-Home Order. Review SFDPH's guidance for improved ventilation available at: <https://www.sfdcdp.org/COVID-ventilation>.
- 1.4. Guests should enter through doors that are propped open or automated, if possible.
- 1.5. Provide hand sanitizer (using touchless dispensers when possible) at key Guest and Personnel entrances and contact areas such as driveways, reception areas, hotel lobbies, restaurant entrances, elevator and escalator landings, and stairway entrances.
- 1.6. In addition to making hand sanitizer available to Guests throughout the Lodging Facility (as required in the Social Distancing Protocol), post signage requiring Guests and Personnel to use hand sanitizer or wash their hands (with soap and water, for at least 20 seconds) before and after using any equipment.
- 1.7. Regularly disinfect all high-touch areas and surfaces (such as hotel lobbies, check-in counters, bell desks, help counters, doorknobs, handles, rails, light switches, sanitizing stations, restrooms, sinks, toilets, benches, front desk areas, keyboards, computers, phones, break rooms and lunch areas, changing areas, loading docks, kitchens, and areas of ingress and egress, including stairways, stairwells, handrails, and elevator controls is performed), following CDC guidelines.
- 1.8. If necessary, modify operating hours to ensure time for regular and thorough sanitization.
- 1.9. Close lobbies and other common areas to members of the public who are not Personnel, Guests or customers of businesses who need access to the common area.
- 1.10. Add all COVID-19 related signage to the Lodging Facility as required by Sections 4.g and 4.h of the Stay-Safer-At-Home Order. Templates for signage is available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>.



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- 1.11. Employees are directed to not open the doors of cars or taxis.
- 1.12. Valet service drivers, baggage handlers, and housekeepers must wash their hands regularly during their shift and/or use proper hand sanitizer.
 - 1.12.1. Self-parking options are encouraged. If valet service is provided, valet service drivers are required to wear face coverings, gloves and maintain social distancing guidelines. In addition, key fobs must be placed into plastic bags, and steering wheel, ignition button, door handles, shifters must be wiped with an approved disinfecting wipe. Lodging Facilities must notify Guests of the valet cleaning and disinfection procedures.
 - 1.12.2. If van or shuttle service is provided, they must adhere to valet service requirements, including, without limitation, cleaning and disinfecting seating areas between Guests.
- 1.13. The capacity for lobbies and common areas must not exceed the lower of: (1) those set by the building code, or (2) the number of people able to fit in the space with required physical distancing (approximately 113 square feet per person) as set forth by the United States Fire Administration online at https://www.usfa.fema.gov/coronavirus/planning_response/occupancy_social_distancing.html

2. Section 2 – Guests, and Check in/out Procedures

- 2.1. Lodging Facilities must make their Health and Safety Plans available to Guests before check in (as required in Directive Section 7(a) above), and require an acknowledgement of the plan from the Guest.
- 2.2. Each Lodging Facility must require all Guests to self-screen using the “Screening Handout for Guests at Lodging Facilities” form prepared by DPH. In addition, Lodging Facilities must provide Guests a copy of “Guidance for Staying in Lodging Facilities” also prepared by DPH. Lodging Facilities must require Guests to acknowledge that they have received and understand this information during the 24-hour period prior to check in. These forms are available at <https://www.sfdph.org/directives> (and attached as Attachment A-1 and A-2, respectively).
- 2.3. Due to the increased risk of transmission presented by mixing households, Guests are strongly encouraged stay in single hotel, motel or other lodging rooms with only members of their household. Visitors (other than another guest of the same Household) are prohibited.
- 2.4. Except for emergencies, Personnel must not enter the Guest room or short-term rental unless the Guest has vacated the space.
- 2.5. If possible, use a touch-free check-in system, such as an online or app-based platform, and discontinue use of paper documents.
- 2.6. If possible, use a touch-free payment system, such as payment online or over the phone. But Lodging Facilities must accept cash payment if the Guest wishes to pay by cash.
- 2.7. Contract Tracing. For clarity, Lodging Facilities are not required to screen Guests for this information, and should only track this information if it is provided to the Lodging Facilities by the Guest. Each Lodging Facility must provide the following for case investigation and contact tracing purposes upon request of DPH: (i) the Guest’s name, phone number, and email address,



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(ii) whether the Guest ever reported that they were COVID-19 positive or were recently in close contact with someone who was COVID-19 positive within the past 14 days, and (iii) the date(s), time(s), and duration of the Guest's visit. Lodging Facilities must retain this information for three weeks, and may discard the information after three weeks. This information will be subject to disclosure to DPH only for case investigation and contact tracing purposes, to protect the health of Personnel, Guests, and others, and will be kept confidential by DPH.

3. Elevators, Escalators and Stairs

- 3.1. Modify policies for using elevators, escalators and stairs serving as access to, from and within the Lodging Facility.
 - 3.1.1. Where feasible, make stairways accessible to Personnel and Guests entering the Lodging Facility. Encourage Personnel who are physically able to use the stairs.
 - 3.1.2. Add signage to stairways and escalators reminding Guests and Personnel to keep at least six feet distance from others, and to sanitize and wash hands frequently, especially after touching a handrail or other commonly touched item.
 - 3.1.3. Limit capacity in elevators to the lesser of: (1) four people (including Guests and Personnel), or (2) the number of people who can fit in the elevator while maintaining at least six feet of distance from each other. More than four members of one Household may ride an elevator together. During peak building entry and exit times, this number of individuals from different Households may be adjusted to up to four individuals at a time for any elevator that does not allow for six feet of physical distance between riders.
 - 3.1.4. Add signage to elevators and on all floors requiring anyone who rides the elevator to wear Face Coverings, and encouraging silent rides in the elevators ("no talking").

4. Section 3 – Guest Amenities

- 4.1. Indoor restaurants and other dining facilities may operate in accordance with Health Officer Directives 2020-05 (Food Preparation or Essential Delivery Business) and 2020-16d (Indoor and Outdoor Dining) and any amendments to those directives.
- 4.2. Indoor gyms and fitness centers may operate in accordance with Health Officer Directive 2020-31, and any amendment to that directive.
- 4.3. Indoor pools, saunas, steam rooms, and indoor hot tubs and spas in Lodging Facilities must remain closed.
- 4.4. Outdoor pools, outdoor tennis courts, pickleball courts, golf, and other outdoor recreational activities offered by Lodging Facilities may open subject to compliance with applicable Health Officer directives.
- 4.5. Indoor personal services, such as hair and nail salons and massage, are permitted subject to compliance with applicable Health Officer directives.
- 4.6. Until permitted by the Health Officer, common area gathering places such as ballrooms, conference rooms, and lounge areas must remain closed.



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- 4.7. Until permitted by the Health Officer, business centers, meeting and conference spaces must remain closed. Lodging Facilities may consider offering services typically provided in business centers such as printing and copying via contactless interactions.
- 4.8. Discontinue the use of shared food and beverage equipment. Close manually operated ice machines, or use hands-free machines.
- 4.9. Mini bars within rooms must have all products removed.
- 4.10. Reusable collateral items (e.g. magazines, menus, coupons, etc.) must be removed from common spaces and Guest rooms. Critical information must be provided as single-use collateral and/or electronically.

5. Cleaning, Facilities Maintenance, and Worker Protection

- 5.1. Lodging Facilities and Guests should consider the increase in risk of transmission of the virus caused by indirect contact between housekeeping staff and Guests that may occur during daily room cleaning. Because many COVID-19 positive individuals never show symptoms at all, housekeeping staff must treat each room as if the Guest is COVID-19 positive. Housekeeping staff must take precautions against the spread of COVID-19 when handling high contact surfaces (e.g. TV remotes), droplets on surfaces (e.g. mirrors in bathrooms), and when entering the room due to the risk of aerosol transmission (infectious virus in the air). Housekeeping staff who enter multiple rooms must take precautions to avoid increased risk due to cumulative exposure created by entering multiple environments inhabited by potentially COVID-19 positive individuals. To minimize the risk of transmission, Lodging Facilities must require and ensure that all Guests and any other persons remain outside the room while housekeeping staff or other Personnel are in the room.
- 5.2. Lodging Facilities may offer daily room cleaning provided that the Lodging Facility complies with the following:
 - 5.2.1. Housekeeping staff must be instructed to turn available ventilation systems on, prop open doors and windows, and then wait 15 minutes before re-entering the room to begin cleaning.
 - 5.2.2. Lodging Facilities must provide housekeeping staff training on the requirements of this Directive, including instruction to treat every room as potentially housing someone who is COVID-19 positive because of asymptomatic and pre-symptomatic transmission, and the benefits of ventilation.
 - 5.2.3. Lodging Facilities must provide at no cost the following personal protective equipment (PPE) to all housekeeping staff and require that housekeeping staff wear all of the following at all times:
 - 5.2.3.1. N95 respirators.
 - 5.2.3.2. Eye protection in the form of safety glasses, healthcare eye splash shields, face shields, goggles.
 - 5.2.3.3. Disposable gloves that are used for only one room and then discarded with adequate spares provided so that torn or damaged gloves can be replaced immediately.



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- 5.2.3.4. Smocks, shop coats, uniforms, gowns, or similar garments which will protect the wearer's personal clothing. Replacement garments must be readily available in case garments become soiled during a shift, and all reusable garments must be laundered after a single day's use.

Note Regarding N95 Respirators – Per Cal/OSHA 8 CCR § 5144 "Respiratory Protection" users need to be medically screened to ensure the respirator will not create health issues. Additionally, users must be fit-tested with the brand, model, and size of respirators they will be issued and trained how to properly don, wear, and doff the respirator.

- 5.3. Lodging Facilities must provide housekeepers with receptacles lined with plastic bags for soiled linens. While inside each room, housekeepers must place all towels and linens in the plastic bags and seal the bags. All bed linens and laundry (including reusable cloths used by housekeepers) must be washed at a high temperature and cleaned in accordance with CDC guidelines.
- 5.4. Each room must be thoroughly cleaned between Guest stays in accordance with CDC guidelines. The room should be cleaned as close to the next Guest's arrival (i.e., as many days after check-out) as possible. Lodging facilities must provide additional time for Personnel to thoroughly clean the Guest room.
- 5.4.1. Items to be cleaned include, but are not limited to, all surfaces, walls, windows, mirrors, desks, table tops, furniture, minibars, interior and exterior door handles, interior door locks, faucets, toilets, bed headboards and footboards, light switches, TV remote controls, telephones, keyboards, and touch screens; washing of all kitchen items (pots, pans, utensils, and dishes) and kitchen amenities (including refrigerator interiors, stovetops, coffee-makers, toasters, pantry shelves, and other similar areas). Follow the attached comprehensive check list.
- 5.4.2. At the end of each stay, all linens, towels, bedspreads, etc. regardless of whether they appear to have been used or not must be washed.
- 5.5. Lodging Facilities must not store extra linens or in the rental unit. Provide such items only on request.
- 5.6. Consider leaving rooms vacant for 24 to 72 hours after a Guest has departed, if feasible. Housekeeping staff must still wear Face Coverings, but are not required to wear N95 respirators if the room has been left vacant for at least 24 hours after the Guest has checked out.
- 5.7. Phones, tablets, laptops, desks, pens and other work supplies are cleaned and disinfected before, during and after each shift or anytime the equipment is transferred to a new employee. This includes, without limitation, phones, radios, computers and other communication devices, payment terminals, kitchen implements, engineering tools, safety buttons, folios, carts with cleaning supplies, and cleaning equipment, keys, time clocks, and all other direct contact items.
- 5.8. Workstations, desks, and help counters are provided with proper sanitation products, including hand sanitizer and sanitizing wipes, and personal hand sanitizers to all staff directly assisting customers.

6. Isolation Areas



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- 6.1. Lodging Facilities must separate the Isolation Area from the remainder of the facility through (i) a physical barrier such as a door that remains closed or plastic sheeting that is taped closed, and (ii) visually obvious no-entry signs to prevent other guests from entering the area.
- 6.2. To the extent possible, the Isolation Area should be served by a discrete and separable component of the facility's HVAC system that can be made not to circulate air to other parts of the facility.
- 6.3. To the extent possible, the rooms in an Isolation Area should have entrances and exits directly to the outdoors, and have operable windows.
- 6.4. The Isolation Area must be expanded if necessary to ensure adequate space to comply with this Directive, the Mayor's 10th Supplement to the Proclamation Declaration the Existence of a Local Emergency, or other local law.
- 6.5. All Guests staying in the Isolation Area must stay within the Isolation Area except as strictly necessary to check out or obtain medical care. Guests may not use any area of the Lodging Facility otherwise available to all Guests, including decks, and roofs, except for purposes of transit through the Lodging Facility. Lodging Facilities must refer Guests in the Isolation Area to DPH's directive on isolation, available at: <https://www.sfdph.org/dph/alerts/coronavirus-health-directives.asp>
- 6.6. When a Guest in the Isolation Area reports that their ability to take care of themselves is impaired, or fails to respond to the Lodging Facility's inquiries regarding the Guest's ability to take care of themselves, the Lodging Facility may refer the Guest to a healthcare facility.
- 6.7. When a Guest in the Isolation Area checks out of a room, the Guest—not Personnel—must open any operable windows (unless weather or safety does not permit) and turn on any HVAC system and fans to maximize ventilation in the room.
- 6.8. As to rooms in in the Isolation Area, Lodging Facilities must follow all cleaning requirements listed in Section 5, except as modified as follows:
 - 6.8.1. Lodging Facilities must not offer daily cleaning service during a Guest's stay.
 - 6.8.2. Lodging Facilities should consider offering a set of cleaning supplies in each room within the Isolation Area so that the Guest may clean the room and the housekeeper does not take supplies from room to room.
 - 6.8.3. Lodging Facilities must provide cleaning services in emergencies.
 - 6.8.4. Lodging Facilities must wait 24 hours before cleaning the room.
 - 6.8.5. Lodging Facilities must not return a Guest room in the Isolation Area to service until it has undergone an enhanced disinfection protocol in accordance with CDC guidelines.
- 6.9. When a Guest in the Isolation Area presents the Lodging Facility with a negative result from a PCR test taken within the prior 24 hours, the Lodging Facility may assign the Guest to a room outside of the Isolation Area.



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7. Additional Requirements for Short Term-Rentals

- 7.1. Short-term rentals must comply with each applicable provision of Sections 1 to through 6 of this Directive. For clarity, the cleaning obligations (including the obligation to provide enhanced PPE to housekeeping staff) in Section 5 apply to each operator of a short-term rental.
- 7.2. Short-term rentals are permitted to rent out their entire residence, sometimes referred to whole home rentals, but shared short-term rentals and homestays prohibited. This means that no person may rent out a portion of their residence (for example, renting out a bedroom through Airbnb or VRBO) while they stay in another portion of the residence.
- 7.3. Comply with the enhanced cleaning requirements in the California state guidelines, including the following.
 - 7.3.1. Take the proper steps to thoroughly clean and disinfect the rental unit after each Guest stay. This includes wiping down and cleaning and disinfecting all high-touch areas, including, without limitation, bed rails, tables, TV remotes, headboards, countertops, kitchen appliances, refrigerator handles, stove knobs, mirrors, and other items.
 - 7.3.2. Remove all leftover recycling, garbage, and trash from the rental unit. Line all the garbage cans, which will make it easier to dispose of tissues and other waste. Empty any food items the previous Guest may have left in the refrigerator, freezer, and pantry.
 - 7.3.3. All linens must be removed and laundered between each Guest stay, including items that appear to not have been used. When cleaning bedding, towels, or other laundered items in rental units, wear disposable gloves when handling dirty laundry and discard them after each use. Wash hands with soap or use hand sanitizer immediately after gloves are removed. Do not store extra linens or in the rental unit. Provide such items only on request.
 - 7.3.4. Do not shake dirty laundry. This will minimize the possibility of dispersing virus through the air. Launder items as appropriate in accordance with the manufacturer's instructions. Launder items using the warmest appropriate water setting for the items and dry items completely. Clean and disinfect laundry hampers according to guidance above for surfaces. If possible, consider placing a bag liner that is either disposable and thrown away after each use or can be laundered after each use.
 - 7.3.5. Clean all soft surfaces based on the manufacturer's instructions, as appropriate. Remove visible dirt and grime and then clean with the appropriate cleaner for the material. If possible, machine-wash items according to the manufacturer's directions.
 - 7.3.6. Kitchen items, including pots, pans, and utensils, must be cleaned between each Guest stay. All dishes must be washed, including the ones in the cabinet and others that may have been left in different rooms. Provide adequate dish soap and new, unused sponges for each Guest upon arrival. Consider replacing utensils with one-time use dinnerware, if feasible.
 - 7.3.7. After each Guest stay, properly clean all appliances and kitchen areas, including refrigerator shelving, the oven stovetop, coffee-makers, toasters, pantry shelves, and other areas.



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- 7.3.8. Where possible, do not clean floors by sweeping or other methods that can disperse pathogens into the air. Use a vacuum with a HEPA filter wherever possible.
- 7.3.9. Bathroom toilets, showers, bathtubs, sinks, cabinets, and shelving should be disinfected with a multi-surface cleaner approved for use against COVID19 by the EPA. Mirrors and any glass should be properly wiped down. The bathroom floor should also be vacuumed and/or mopped.
- 7.3.10. Equip the rental unit with additional hand soap, paper towels, toilet paper, disinfecting spray or wipes, and hand sanitizer.
- 7.3.11. If using an external or professional cleaning company, communicate expectations and plans for cleaning and disinfection standards, and get periodic confirmation that they are being followed by the contracted company. Cleaning companies and services are required to provide the personal protective equipment outlined in Section 5.4 for employees and independent contractors performing cleaning duties.
- 7.3.12. Communicate with Guests on the cleaning and safety measures implemented, both pre-stay and during stay, via the listing content and property information booklet. Ensure guests understand all check-in and checkout protocols and any updated building or amenity policies (e.g. changes to services in apartment buildings).

Attachment A-1
City and County of San Francisco Health Officer Directive No. 2020-29
Screening Handout for Guests at Lodging Facilities
(November 3, 2020)

Per Health Officer Directive No. 2020-29b, this handout must be given to you prior to checking-in at a Lodging Facility. It asks questions you must answer to understand your risk of transmitting COVID-19 during your stay. Go to www.sfgcdcp.org/businesses for more information or a copy of this form.

Note: this form is for Lodging Facilities Guests. Screening forms for Lodging Facility Personnel can be found at www.sfgcdcp.org/screening-handout.

Part 1 – Answer the following questions.

Guests have a right to keep their answers confidential if they choose.

<p>1. In the last 10 days, have you been diagnosed with COVID-19 or had a test confirming you have the virus?</p>		
<p>2. In the past 14 days, have you had “Close Contact”[†] with someone who was diagnosed with COVID-19 or had a test confirming they have the virus while they were contagious[‡]?</p> <p>[†] “Close Contact” means you had any of the following types of contact with the person with COVID-19 (regardless of whether you or the person with COVID-19 were masked) while they were contagious[‡]:</p> <table style="width: 100%; border: none;"><tr><td style="vertical-align: top; width: 50%;"><ul style="list-style-type: none">• Were within 6 feet of them for a total of 15 minutes or more in a 24 hour period• Lived or stayed overnight with them• Were their intimate sex partner, including only kissing</td><td style="vertical-align: top; width: 50%;"><ul style="list-style-type: none">• Took care of them or they took care of you• Had direct contact with their body fluids or secretions (e.g., they coughed or sneezed on you or you shared eating or drinking utensils with them)</td></tr></table> <p>[‡] Contagious Period: People with COVID-19 are considered contagious starting 48 hours before their symptoms began until 1) at least 10 days have passed since their symptoms began, 2) they haven’t had a fever for at least 24 hours AND 3) their symptoms have improved. If the person with COVID-19 never had symptoms, they are considered contagious starting 48 hours before their positive COVID-19 test was collected until 10 days after they were tested.</p>	<ul style="list-style-type: none">• Were within 6 feet of them for a total of 15 minutes or more in a 24 hour period• Lived or stayed overnight with them• Were their intimate sex partner, including only kissing	<ul style="list-style-type: none">• Took care of them or they took care of you• Had direct contact with their body fluids or secretions (e.g., they coughed or sneezed on you or you shared eating or drinking utensils with them)
<ul style="list-style-type: none">• Were within 6 feet of them for a total of 15 minutes or more in a 24 hour period• Lived or stayed overnight with them• Were their intimate sex partner, including only kissing	<ul style="list-style-type: none">• Took care of them or they took care of you• Had direct contact with their body fluids or secretions (e.g., they coughed or sneezed on you or you shared eating or drinking utensils with them)	
<p>3. Have you had one or more of these symptoms today or within the past 24 hours which is new or not <u>explained by another condition</u>?</p> <table style="width: 100%; border: none;"><tr><td style="vertical-align: top; width: 50%;"><ul style="list-style-type: none">• Fever (100.4°F/38.0°C or greater), chills, repeated shaking/shivering• Cough• Sore throat• Shortness of breath, difficulty breathing• Feeling unusually weak or fatigued *</td><td style="vertical-align: top; width: 50%;"><ul style="list-style-type: none">• Loss of taste or smell• Muscle or body aches *• Headache• Runny or congested nose *• Diarrhea• Nausea or vomiting</td></tr></table> <p style="text-align: center; margin-top: 10px;">* Children and youth under 18 years old do not need to be screened for these symptoms.</p>	<ul style="list-style-type: none">• Fever (100.4°F/38.0°C or greater), chills, repeated shaking/shivering• Cough• Sore throat• Shortness of breath, difficulty breathing• Feeling unusually weak or fatigued *	<ul style="list-style-type: none">• Loss of taste or smell• Muscle or body aches *• Headache• Runny or congested nose *• Diarrhea• Nausea or vomiting
<ul style="list-style-type: none">• Fever (100.4°F/38.0°C or greater), chills, repeated shaking/shivering• Cough• Sore throat• Shortness of breath, difficulty breathing• Feeling unusually weak or fatigued *	<ul style="list-style-type: none">• Loss of taste or smell• Muscle or body aches *• Headache• Runny or congested nose *• Diarrhea• Nausea or vomiting	

Part 2 – If you answered “YES” to ANY of the questions in Part 1

You will need to modify your trip by either cancelling your stay or by making plans to isolate by yourself in your room to avoid any interaction with Personnel or other guests.

Part 2 (continued)– If you answered “YES” to ANY of the questions in Part 1

Follow Isolation/Quarantine Steps at: www.sfcddcp.org/Home-Isolation-Quarantine-Guidelines

- Consider cancelling your stay if you are able to isolate/quarantine from others in your home
- If you are staying in the Lodging Facility to isolate/ quarantine from others in your home:
 - Follow the **Isolation/Quarantine Steps** referenced above and treat your temporary room at the Lodging Facility as if it were your residence; meaning do not leave your room to the extent possible until your isolation/quarantine period ends.
 - Ask the front desk for a copy of **Isolation/Quarantine Steps** if you need it.
 - Ask if there is a designated block of rooms for those who are isolating/quarantining and request a room in that block.
- If you answered “YES” to Question 1:
 - You **MUST** follow the rules **mandated by the Health Officer Isolation Directive No 2020-03c**. Follow the rules summarized at: www.sfcddcp.org/Home-Isolation-Quarantine-Guidelines. If you are at the Lodging Facility, ask the front desk for a copy if you need it.
 - For Considerations for Guests Isolating or Quarantining in a Lodging Facility, refer **Tips for Staying in Lodging Facilities During COVID-19**.
- If you answered “YES” to Question 2:
 - You **MUST** follow the rules **mandated by the Health Officer Quarantine Directive No 2020-02c**. Follow the rules summarized at: www.sfcddcp.org/Home-Isolation-Quarantine-Guidelines. If you are at the Lodging Facility, ask the front desk for a copy if you need it.
- If you answered “YES” to Questions 2 or 3 and have not been tested, GET TESTED!
 - If you have insurance, contact your healthcare provider to get tested for COVID-19.
 - If you do not have insurance, you can sign up for free testing at CityTestSF <https://sf.gov/get-tested-covid-19-citytestsf>.
 - Follow the instructions in www.sfcddcp.org/Home-Isolation-Quarantine-Guidelines to determine next steps depending on your test result.

Duration of Isolation or Quarantine: If you answered Yes to any of the questions in Part 1, here is how to figure out how long you have to stay in isolation or quarantine:

- As a reminder, if you have been diagnosed with COVID-19 or had a test confirming you have the virus (you answered Yes to Question 1), you are no longer considered contagious if it has been: at least 10 days since your symptoms began, you have not had a fever for at least 24 hours without the use of fever-reducing medicine, AND your symptoms have improved. If you never had symptoms, then you are considered no longer contagious 10 days after the date of your COVID-19 test.
- If you are a “Close Contact” of someone who was diagnosed with COVID-19 or had a test confirming they had the virus (you answered Yes to Question 2), you can stop quarantining 14 days after your last “Close Contact” with that person.
- If you answered Yes to Question 3 in Part 1, you might be able to end isolation once you have a negative test. See www.sfcddcp.org/Home-Isolation-Quarantine-Guidelines for more information.

Please note: Flu vaccines are critical in the fight against COVID-19 by (1) keeping workers and communities healthy and (2) reducing strain on our healthcare and testing systems that are responding to COVID-19. **Those over the age of 6 months are strongly encouraged to get a flu shot.** Find out how to get one at www.sfcddcp.org/flu



San Francisco Department of Public Health

Tips

Tips for Staying in Lodging Facilities During COVID-19

Updated November 3, 2020

The following Tip sheet was developed by the San Francisco Department of Public Health for use by Guests staying at Lodging Facilities and will be posted at <https://www.sfgdcp.org/COVID-19>. This Tip sheet may change as information is updated.

Please Note: Travel increases your chance of getting and spreading COVID-19. Staying home is the best way to protect yourself and others from COVID-19. You can get COVID-19 during your travels. You may feel well and not have any symptoms, but you can still spread COVID-19 to others. You and your travel companions (including children) may spread COVID-19 to other people including your family, friends, and community for 14 days after you were exposed to the virus.

Don't travel if you are sick or if you have been around someone with COVID-19 in the past 14 days.
Don't travel with someone who is sick.

AUDIENCE: This guidance is for guests and personnel at Lodging Facilities in San Francisco.

Summary of Revisions since the 10/2/2020 Version

- Revised language, for consistency with other documents, on:
 - how COVID-19 is spread ,
 - indoor risk, and
 - flu vaccination.
- Additional information on:
 - the role of ventilation, and
 - contact tracing.

COVID-19 Information

Our current understanding is that COVID-19 is mostly spread from person-to-person in the air through virus-containing droplets in the breath of someone with COVID-19. These droplets enter the air when a person breathes. Even more droplets can get in the air when infected people talk, sing, cough, or sneeze. People with COVID-19 may have no symptoms and can still be breathing out virus-containing droplets that can infect others. Transmission can occur through:

- Larger droplets. These larger droplets are sometimes called “ballistic droplets” because they travel in straight lines and are pulled down by gravity. People nearby, usually within 6 feet, are infected when they breathe in these droplets or if the droplets land in their eyes, nose, or mouth.
- Smaller droplets or infectious particles. These can float in the air for a period of time and/or travel beyond 6 feet on indoor air currents, especially in enclosed spaces with poor ventilation. People sharing the same space are infected when they breathe in these smaller droplets and particles or the droplets or particles land on their eyes, nose, or mouth – even if they are further than 6 feet away. These droplets are sometimes referred to as “aerosols” or “bioaerosols”.

COVID-19 can also spread if a person touches their eyes, nose or mouth after touching a contaminated surface (also known as a fomite), however this is less common.



San Francisco Department of Public Health

Tips

COVID-19 Prevention

- Wash your hands often with soap and water. If soap and water are not available, use a hand sanitizer that contains at least 60% ethanol or 70 % isopropanol.
- Avoid Close Contact. To the greatest extent, maintain at least six feet of social distancing between yourself and the people who don't live in your Household.
- Wear a Face Covering. Cover your mouth and nose with a Face Covering in public settings and when around people who don't live in your Household.
- Routinely clean and disinfect frequently touched surfaces.
- Monitor Your Health Daily. Be alert of symptoms such as fever, cough, shortness of breath, or other symptoms. If you are experiencing any of these symptoms, stay home.

Indoor Risk

Scientists agree that the risk of transmitting COVID-19 is generally much greater indoors than outdoors. Consider the increased risk to yourself and your community while planning activities and dining. Any increase in the number of people indoors or the length of time spent indoors increases risk. Small rooms, narrow hallways, small elevators, and weak ventilation all increase indoor risk. Each activity that can be done outdoors, remotely, or by teleconference reduces risk. More detail can be found at sfcdcp.org/indoorrisk

The Role Of Ventilation

Good ventilation controls droplets and infectious particles to prevent COVID-19 transmission by:

- removing air containing droplets and particles from the room,
- diluting the concentration of droplets and particles by adding fresh, uncontaminated air,
- filtering room air, removing droplets and particles from the air.

Whenever you are in a room or space that has been shared or is shared with people from outside your household assure yourself that there is good ventilation and that doors and windows are open, if possible.

Guidance for All Guests at Lodging Facilities

Before Your Stay

- Review your Lodging Facility's mechanisms for remote check-in, mobile room key, and contactless payment options that would minimize your contact with others.
- Make sure you packed all your essentials, including medicines, tissues, disinfectant wipes, etc.
- Consider bringing your own non-essentials including pens, papers, drinks, cups etc.
- Review any COVID-19 policies that the Lodging Facility may have. Your facility may have modified the availability of housekeeping services and may have removed frequently touched items such as TV remotes from your room. Some amenities such as indoor swimming or self-serve coffee may not be available.
- Flu vaccines are critical in the fight against COVID-19 by (1) keeping workers and communities healthy and (2) reducing strain on our healthcare and testing systems that are responding to COVID-19. Those over the age of 6 months are strongly encouraged to get a flu shot. Find out how to get one at www.sfcdcp.org/flu



San Francisco Department of Public Health

Tips

During Your Stay

- Follow all signage. The Lodging Facility may have markers on the floors to help you maintain social distancing, some hallways may be marked for one-way travel, and elevators will have rider limits.
- No visitors. Because the risk of infection rises when members of different households share space, you are strongly encouraged to stay in your room or accommodations with only members of your household. For the same reasons, you must not use your accommodations to entertain visitors who are not household members with your group.
- Consider taking the stairs. Otherwise wait to use the elevator until you can either ride alone or only with people from your household.
- Minimize use of areas that may lead to close contact with other people, for example outside patios, outdoor pools, outdoor hot tubs, and salons. Intense exercise that leads to heavy breathing is much safer outdoors. Any activity requiring mask removal increases risk and is best postponed until returning home.
- Request contactless delivery for any room service order. When requesting items to be brought to your room, ask that they be left at the door to avoid exposure to others outside your household.
- Minimize what you touch while staying in your room, especially areas that may be hard to clean such as inside the refrigerator, upholstered furniture, etc.
- If lodging with children, ensure that your children stay close to you and that they avoid touching any other person(s) or any item that does not belong to them. Children over the age of 5 are required to wear face coverings in San Francisco.
- Daily Housekeeping/Cleaning Service: All Guests should consider the increased risk of virus transmission when cleaning staff and Guests are breathing and touching surfaces in the same room— even when cleaning staff and Guests are not in the room at the same time.
 - Many to most COVID-19 positive individuals never show symptoms, so housekeeping staff must treat each room as if the Guest is COVID-19 positive. Asking for daily cleaning increases the risk of community transmission because housekeeping staff enter multiple environments inhabited by potentially COVID-19 positive individuals.
 - If you request Daily room cleaning, to minimize the risk of transmission for you and housekeeping staff, housekeeping staff will not begin cleaning until you have left the room, and you will not be able to return to your room until the housekeeping staff has completed your Daily room cleaning request. Cleaning service may take extra time because staff must take precautions against the spread of COVID-19 with enhanced safety and cleaning.
- The San Francisco Department of Public Health, in partnership with community, including hotels, restaurants and businesses, helps identify those who have had close contact with anyone who has COVID-19. People can transmit the virus 48 hours before they develop symptoms. Some people never develop symptoms and can still transmit the virus. We can help prevent COVID-19 transmission by contact tracing which helps identify people who may have been exposed and helping them quarantine, so they don't inadvertently spread the disease. We do this whenever there is an outbreak of infectious diseases like measles, tuberculosis, and others to protect the community's health.



San Francisco Department of Public Health

Tips

Fitness Center and Gym

Fitness and exercise facilities and outdoor pools may be open. Guidance on staying safe in fitness facilities is available [Fitness Centers and Gyms](#).

Dining Room and Coffee/Tea Shop

Dining rooms and coffee/tea shops may be open. Please review our [guidance for safer dining](#).

At the End of Your Stay

- Place anything that you will be leaving behind in the garbage or trash bins. This includes removing and disposing of any food items that may have been left in the refrigerator, freezer, and pantry.
- Open windows for as long as you can to help ventilate the room before cleaning staff must enter, unless weather or safety does not permit. If available, make sure your AC/heating unit is on to exhaust air from the room and provide fresh outdoor air.
- Ask for remote check-out that does not require you to be around others.

Additional Considerations for Guests if you are Isolating or Quarantining in a Lodging Facility

In addition to the guidance for all guests above, anyone who is isolating or quarantining in a Lodging Facility because they have COVID-19 symptoms, tested positive, or have been in Close Contact with someone who is positive (that is, if you answered yes to one of the screening questions) should take additional measures to make their stay safer. Refer to the detailed information in [Screening Handout for Guests at Lodging Facilities](#) that was given to you by the lodging facility.

Before and During Your Stay

- Plan for how you will stay entertained and feel supported while you stay away from people until your isolation/quarantine period ends.
- Make sure you packed all your essentials, including medicines, tissues, disinfectant wipes, etc. so that you do not have to leave your room for the period of your isolation/quarantine.
- **No Daily Housekeeping Service.** You must not ask for room cleaning unless there is an emergency, to avoid exposing cleaning staff to possible infection.
- Additional information can be found on [how to safely isolate and quarantine](#).

Resources

Useful COVID-19 resources from San Francisco:

- [San Francisco Department of Public Health \(SFPDH\) COVID-19 Guidance](#)
- [City and County of San Francisco COVID-19 Information](#)

The San Francisco Department of Public Health thanks you for your help in keeping yourself, your family, and your community safe amid the COVID-19 crisis.



Health Officer Directive No. 2020-29c (Exhibit B)
Health and Safety Plan (issued 11/03/2020)

Each Lodging Facility must complete, post onsite, and follow this Health and Safety Plan.

Check off all items below that apply and list other required information.

Business/Entity name:

Contact name:

Facility Address:

Email / telephone:

(You may contact the person listed above with any questions or comments about this plan.)

General

- ☐ Familiarized with and completed all requirements set forth in Health Officer Directive No. 2020-29c, available at: <http://www.sfdph.org/directives>.
- ☐ Evaluated DPH guidance on ventilation and made all feasible upgrades or modifications.
- ☐ Completed evaluation of electrical safety and implemented all required precautions.
- ☐ Confirmed that plumbing is functioning and, if the facility was dormant, flushed the pipes.
- ☐ Developed a plan to ensure Personnel and Guests comply with social distancing requirements.
- ☐ Provided hand sanitizer (using touchless dispensers when possible) at key Guest and Personnel entrances, contact areas, elevator and escalator landings, and stairway entrances.
- ☐ Required customers to wear a Face Covering or alternative Face Covering at all times. Personnel are required to wear Face Coverings as provided in the Face Covering Order.
- ☐ Ensured daily COVID-19 symptom self-verifications are completed for all Personnel as required by the Social Distancing Protocol.
- ☐ Implemented all sanitization requirements as described in Directive 2020-29c, including developing a plan and schedule for disinfecting all high touch areas and surfaces, and evaluating whether modification to operating hours are necessary to ensure regular and thorough sanitization.
- ☐ Closed lobbies and other common areas to members of the public who are not Personnel, Guests or customers of businesses who need access to the common area.
- ☐ Directed employees to not open the doors of cars or taxis.
- ☐ Required valet service drivers to wear face coverings, gloves and follow social distancing guidelines. Directed Personnel to place key fobs into plastic bags, and wipe down steering wheel, ignition button, door handles, and shifters with an approved disinfecting wipe after exiting car.
- ☐ Determined the capacity for lobbies and common areas based on the lower of: (1) those set by the building code, or (2) the number of people able to fit in the space with required physical distancing (approximately 113 square feet per person).

Health Officer Directive No. 2020-29c (Exhibit B)**Health and Safety Plan (issued 11/03/2020)**

- ☐ Modified policies for using elevators, escalators and stairs serving as access to, from and within the Lodging Facility.
- ☐ Closed indoor pools, saunas, steam rooms, and indoor hot tubs and spas.
- ☐ Closed business centers, meeting spaces, conference facilities, convention centers, and banquet halls.
- ☐ Discontinued the use of shared food and beverage equipment (e.g. self-serve coffee makers in lobbies). Closed manually operated ice machines.
- ☐ Complied with any applicable directive for other services (e.g. indoor and outdoor dining, indoor gym, outdoor pools, outdoor tennis courts, pickleball courts, golf, personal services, etc.)
- ☐ Removed all items from mini-bar.
- ☐ Removed all reusable collateral items (e.g. magazines, menus, coupons, etc.) from common spaces and Guest rooms. Critical information provided as single-use collateral and/or electronically.
- ☐ Ensured that phones, tablets, laptops, desks, pens and other work supplies are cleaned and disinfected before, during and after each shift or anytime the equipment is transferred to a new employee.
- ☐ Provided proper sanitization product to workstations, desks, and help counters, including hand sanitizer and sanitizing wipes, and personal hand sanitizers to all staff directly assisting customers.
- ☐ Personnel do not enter Guest rooms while Guests are present.

Guest Experience

- ☐ Made Health and Safety Plans available to Guests before check in, and received an acknowledgement of the plan from the Guest.
- ☐ Provided Guests with DPH forms: Screening Handout for Guests at Lodging Facilities, and Guidance for Staying in Lodging Facilities, and received acknowledgement from the Guest.
- ☐ Implemented touch-free check-in system, such as an online or app-based platform, and discontinued use of paper documents, if possible.
- ☐ Encouraged the use of a touch-free payment system, such as payment online or over the phone. (must still accept cash payment).
- ☐ Have procedures to keep contact tracing information for at least one month, including whether Guest reports having a positive test, or recently being in close contact with someone who was COVID-19 positive within the past 14 days.



Health Officer Directive No. 2020-29c (Exhibit B)
Health and Safety Plan (issued 11/03/2020)

Signage

- ☐ Posted all required signage:
 - ☐ Reminding Personnel and Guests to maintain social distance, wear Face Coverings, use hand sanitizer or wash their hands before and after touching common surfaces or items, and to stay home if they feel ill.
 - ☐ Reminding Personnel and Guests that SARs-CoV-2 can be spread by individuals who do not feel sick or show outward symptoms of infection.
 - ☐ Reminding Personnel and Guests of social distancing based capacity limits for elevators.
 - ☐ Reminding Personnel and Guests to keep at least six feet distance from others in elevators, on escalators, and in stairways, and to sanitize and wash hands frequently, especially after touching a handrail or other commonly touched item.
 - ☐ Requiring anyone who rides the elevator to wear Face Coverings, and encouraging silent rides in the elevators ("no talking").
 - ☐ Posted no-entry signs to prevent other guests from entering Isolation Area. (If applicable)
 - ☐ Encouraging self-parking, and disclosing cleaning practices for valet service.
 - ☐ Posted maximum capacity for lobbies and common areas based on maintaining social distance.
 - ☐ Advising Guests at public entrances that (1) COVID-19 is transmitted through the air and that the risk is much higher indoors, and (2) seniors and those with health risks should avoid indoor settings with crowds.
 - ☐ Informing employees how to report violations of COVID-19 health orders (applies starting November 10, 2020)

Cleaning

- ☐ Personnel have access to cleaning supplies so that they can clean surfaces as required.
- ☐ Completed attached "Hotel/Short Term Rental Cleaning Checklist."
- ☐ High touch surfaces in common areas are cleaned and disinfected routinely throughout the day.
- ☐ Provided housekeeping staff the following personal protective equipment, at no cost to Personnel:
 - ☐ N95 respirators.
 - ☐ Eye protection in the form of safety glasses, healthcare eye splash shields, face shields, goggles.
 - ☐ Disposable gloves that are used for only one room and then discarded with adequate spares provided so that torn or damaged gloves can be replaced immediately.

Checklist

- ☐ Smocks, shop coats, uniforms, gowns, or similar garments which will protect the wearer's personal clothing. Replacement garments must be readily available in case garments become soiled during a shift, and all reusable garments must be laundered after a single day's use.
- ☐ Provided housekeepers with receptacles lined with plastic bags for soiled linens.
- ☐ Have procedures to ensure that at the end of each stay, all linens, towels, bedspreads, etc. regardless of whether they appear to have been used or not, are washed.
- ☐ All bed linens and laundry (including reusable cloths used by housekeepers) are washed at a high temperature and cleaned in accordance with CDC guidelines.
- ☐ Each room is thoroughly cleaned between Guest stays in accordance with CDC guidelines.
- ☐ Provided additional time for Personnel to thoroughly clean each Guest room.
- ☐ Attempted to leave rooms vacant for 24 to 72 hours after a guest has departed, if feasible.

Isolation Area

- ☐ Separated the Isolation Area from the remainder of the facility through: (i) a physical barrier such as a door that remains closed or plastic sheeting that is taped closed, and (ii) visually obvious no-entry signs to prevent other guests from entering the area.
- ☐ Evaluated and implemented feasible changes to serve Isolation Area by a discrete and separable component of the facility's HVAC system that can be made not to circulate air to other parts of the facility.
- ☐ Evaluated whether to the extent possible, rooms in the Isolation Area can have entrances and exits directly to the outdoors, and have operable windows.
- ☐ Advised Guests in the Isolation Area that they must stay within the Isolation Area except as strictly necessary to check out or obtain medical care. Advised these Guests that they may not use any area of the Lodging Facility otherwise available to all Guests, including decks, and roofs, except for purposes of transit through the Lodging Facility.
- ☐ Have procedures to refer Guest to a healthcare facility, if Guest in the Isolation Area reports that their ability to take care of themselves is impaired, or fails to respond to the Lodging Facility's inquiries regarding the Guest's ability to take care of themselves.
- ☐ Advised Guests in the Isolation Area, that upon check out, the Guest—not Personnel—must open any operable windows (unless weather or safety does not permit) and turn on any HVAC system and fans to maximize ventilation in the room.
- ☐ Advised Guests in the Isolation Area that daily cleaning is not available, except in the event of an emergency.
- ☐ Waited 24 hours after check out to clean room.

Health Officer Directive No. 2020-29c (Exhibit B)
Health and Safety Plan (issued 11/03/2020)

- ☐ Cleaned room using enhanced disinfection protocol in accordance with CDC guidelines.

Training

- ☐ Instructed Personnel to not enter the Guest room or short-term rental unless the Guest has vacated the space.
- ☐ Advised Personnel to minimize contact with Guests' personal belongings when cleaning.
- ☐ Advised Personnel to not enter the room when Guests are present (e.g. baggage deliveries are to be placed at door, and brought into the room by the Guest).
- ☐ Instructed housekeeping staff to turn available ventilation systems on, prop open doors and windows, and then wait 15 minutes before re-entering the room to begin cleaning.
- ☐ Provided housekeeping staff training on the requirements of this Directive, including instruction to treat every room as potentially housing someone who is COVID-19 positive because of asymptomatic and pre-symptomatic transmission, and the benefits of ventilation.
- ☐ Provided fit-testing for Personnel who require N95 masks (e.g. housekeeping staff).
- ☐ Instructed housekeepers to place all towels and linens in the plastic bags and seal the bags.
- ☐ Provided housekeeping staff with training on enhanced disinfection protocol in accordance with CDC guidelines.

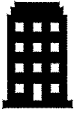
Additional Requirements for Short Term Rentals

- ☐ Have procedures to comply with cleaning requirements, including providing enhanced personal protective equipment to housekeeping staff.
- ☐ Confirmed that short-term rental is not a shared rental (e.g. room in an occupied space).
- ☐ Have procedures to comply with enhanced cleaning requirements, including to:
 - ☐ Take proper steps to thoroughly clean and disinfect the rental unit after each Guest stay. This includes wiping down and cleaning and disinfecting all high-touch areas, including, without limitation, bed rails, tables, TV remotes, headboards, countertops, kitchen appliances, refrigerator handles, stove knobs, mirrors, and other items.
 - ☐ Remove all leftover recycling, garbage, and trash from the rental unit. Line all the garbage cans, which will make it easier to dispose of tissues and other waste. Empty any food items the previous Guest may have left in the refrigerator, freezer, and pantry.
 - ☐ All linens must be removed and laundered between each Guest stay, including items that appear to not have been used. When cleaning bedding, towels, or

Health Officer Directive No. 2020-29c (Exhibit B)**Health and Safety Plan** (issued 11/03/2020)

other laundered items in rental units, wear disposable gloves when handling dirty laundry and discard them after each use. Wash hands with soap or use hand sanitizer immediately after gloves are removed. Do not store extra linens or in the rental unit. Provide such items only on request.

- ☐ Not shake dirty laundry. This will minimize the possibility of dispersing virus through the air. Launder items as appropriate in accordance with the manufacturer's instructions. Launder items using the warmest appropriate water setting for the items and dry items completely. Clean and disinfect laundry hampers according to guidance above for surfaces. If possible, consider placing a bag liner that is either disposable and thrown away after each use or can be laundered after each use.
- ☐ Clean all soft surfaces based on the manufacturer's instructions, as appropriate. Remove visible dirt and grime and then clean with the appropriate cleaner for the material. If possible, machine-wash items according to the manufacturer's directions.
- ☐ Kitchen items, including pots, pans, and utensils, must be cleaned between each Guest stay. All dishes must be washed, including the ones in the cabinet and others that may have been left in different rooms. Provide adequate dish soap and new, unused sponges for each Guest upon arrival. Consider replacing utensils with one-time use dinnerware, if feasible.
- ☐ Properly clean all appliances and kitchen areas, including refrigerator shelving, the oven stovetop, coffee-makers, toasters, pantry shelves, and other areas, after each Guest stay.
- ☐ Not clean floors by sweeping or other methods that can disperse pathogens into the air, where possible. Use a vacuum with a HEPA filter wherever possible.
- ☐ Disinfect bathroom toilets, showers, bathtubs, sinks, cabinets, and shelving with a multi-surface cleaner approved for use against COVID-19 by the EPA. Mirrors and any glass should be properly wiped down. The bathroom floor should also be vacuumed and/or mopped.
- ☐ Equip the rental unit with additional hand soap, paper towels, toilet paper, disinfecting spray or wipes, and hand sanitizer.
- ☐ If using an external or professional cleaning company, communicated expectations and plans for cleaning and disinfection standards, and received periodic confirmation that they are being followed by the contracted company. Cleaning companies and services are required to provide the personal protective equipment outlined in Section 5 for employees and independent contractors performing cleaning duties.
- ☐ Communicated with Guests on the cleaning and safety measures implemented, both pre-stay and during stay, via the listing content and property information booklet. Ensured Guests understand all check-in and checkout protocols and any updated building or amenity policies (e.g. changes to services in apartment buildings).



HOTEL / SHORT TERM RENTAL CLEANING CHECKLIST

PUBLIC SPACES AND COMMUNAL AREAS

- | | |
|---|---|
| <input type="checkbox"/> Front Desk Check-in Counters | <input type="checkbox"/> Phones |
| <input type="checkbox"/> Bell Desks | <input type="checkbox"/> Room Keys |
| <input type="checkbox"/> Credit card Processing terminals | <input type="checkbox"/> Vending Machines |
| <input type="checkbox"/> Seating Areas | <input type="checkbox"/> Light Switches |
| <input type="checkbox"/> Elevators and Elevator Buttons | <input type="checkbox"/> Stair Handrails |
| <input type="checkbox"/> Door Handles | <input type="checkbox"/> Dining Surfaces |
| <input type="checkbox"/> Public Bathrooms | <input type="checkbox"/> Other porous and non-porous surfaces |
| <input type="checkbox"/> Elevators | <input type="checkbox"/> Lobbies |
| <input type="checkbox"/> Stairways | <input type="checkbox"/> Lounges |
| <input type="checkbox"/> Hallways | <input type="checkbox"/> Waiting Areas |
| <input type="checkbox"/> Restroom | <input type="checkbox"/> Breakrooms |
| <input type="checkbox"/> Meeting Rooms | <input type="checkbox"/> Kitchen, Kitchenette, Microwave or Coffee Area |

BACK OF THE HOUSE

- | | |
|--|---|
| <input type="checkbox"/> Employee Entrances | <input type="checkbox"/> Offices |
| <input type="checkbox"/> Uniform Control Rooms | <input type="checkbox"/> Kitchens |
| <input type="checkbox"/> Employee Restrooms | <input type="checkbox"/> Breakrooms |
| <input type="checkbox"/> Loading Docks | <input type="checkbox"/> Locker room(s) |

SHARED EQUIPMENT

- | | |
|--|---|
| <input type="checkbox"/> Phones | <input type="checkbox"/> Engineering tools |
| <input type="checkbox"/> Radios | <input type="checkbox"/> Safety buttons |
| <input type="checkbox"/> Computers / keyboards | <input type="checkbox"/> Cleaning equipment |
| <input type="checkbox"/> Touch screens | <input type="checkbox"/> Keys |
| <input type="checkbox"/> Printers | <input type="checkbox"/> Time clocks |
| <input type="checkbox"/> Other communication devices | <input type="checkbox"/> Light Switch |
| <input type="checkbox"/> Payment terminals | <input type="checkbox"/> All Other Direct Contact Items |
| <input type="checkbox"/> Kitchen implements | <input type="checkbox"/> |

Health Officer Directive No. 2020-29c (Exhibit B)
Health and Safety Plan (issued 11/03/2020)

GUEST ROOMS, DAILY CLEANING

- | | |
|--|---|
| <input type="checkbox"/> Walls | <input type="checkbox"/> Furniture |
| <input type="checkbox"/> Windows | <input type="checkbox"/> Minibars |
| <input type="checkbox"/> Mirrors | <input type="checkbox"/> Interior/Exterior door Handles |
| <input type="checkbox"/> Desks | <input type="checkbox"/> Door Locks |
| <input type="checkbox"/> Table Tops | <input type="checkbox"/> Faucets |
| <input type="checkbox"/> Toilet | <input type="checkbox"/> Light Switches |
| <input type="checkbox"/> Restrooms | <input type="checkbox"/> TV Remote Controls |
| <input type="checkbox"/> Bed Headboards / Footboards | <input type="checkbox"/> Telephones |
| <input type="checkbox"/> Keyboards | <input type="checkbox"/> Porous Surfaces (e.g. Carpets, Rugs, Drapes) |
| <input type="checkbox"/> Touchscreens | <input type="checkbox"/> |

GUEST ROOMS, ROOM RESET

- | | |
|---|---|
| <input type="checkbox"/> Nightstands | <input type="checkbox"/> Alarm Clocks |
| <input type="checkbox"/> Telephone | <input type="checkbox"/> Luggage Racks and Flooring |
| <input type="checkbox"/> In-Room Control Panels | <input type="checkbox"/> Remove all linens and towels |
| <input type="checkbox"/> Temperature Control Panels | <input type="checkbox"/> HEPA-Vacuum the floors |
| <input type="checkbox"/> Walls | <input type="checkbox"/> Furniture |
| <input type="checkbox"/> Windows | <input type="checkbox"/> Minibars |
| <input type="checkbox"/> Mirrors | <input type="checkbox"/> Interior/Exterior door Handles |
| <input type="checkbox"/> Desks | <input type="checkbox"/> Door Locks |
| <input type="checkbox"/> Table Tops | <input type="checkbox"/> Faucets |
| <input type="checkbox"/> Toilets Seat and Handles | <input type="checkbox"/> Light Switches |
| <input type="checkbox"/> Restrooms | <input type="checkbox"/> TV Remote Controls |
| <input type="checkbox"/> Bed Headboards / Footboards | <input type="checkbox"/> Telephones |
| <input type="checkbox"/> Keyboards | <input type="checkbox"/> Touchscreens |
| <input type="checkbox"/> Lamps | <input type="checkbox"/> Porous Surfaces (e.g. Carpets, Rugs, Drapes) |
| <input type="checkbox"/> All Kitchen / Kitchen Area / Microwave or
Coffee Area (if provided) | <input type="checkbox"/> Garbage Cans |

Other Cleaning Areas within the Rooms and Spaces

1. KITCHEN, KITCHENETTE, MICROWAVE OR COFFEE AREA

- | | |
|--------------------------------------|---------------------------------------|
| <input type="checkbox"/> Floors | <input type="checkbox"/> Cabinets |
| <input type="checkbox"/> Walls | <input type="checkbox"/> Dinnerware |
| <input type="checkbox"/> Counters | <input type="checkbox"/> Cookware |
| <input type="checkbox"/> Back Splash | <input type="checkbox"/> Refrigerator |
| <input type="checkbox"/> Microwave | <input type="checkbox"/> Coffee Maker |
| <input type="checkbox"/> Faucet | <input type="checkbox"/> |

2. RESTROOM, ALL SURFACE, FIXTURES, AND FACILITIES IN PUBLIC AND NON-PUBLIC RESTROOMS

- | | |
|---|--|
| <input type="checkbox"/> Sinks | <input type="checkbox"/> Engineering tools |
| <input type="checkbox"/> Faucets | <input type="checkbox"/> Safety buttons |
| <input type="checkbox"/> Mirrors | <input type="checkbox"/> Toilets |
| <input type="checkbox"/> Soap Dispensers | <input type="checkbox"/> Doors |
| <input type="checkbox"/> Dryers | <input type="checkbox"/> Walls and Floors of Bathroom Stalls |
| <input type="checkbox"/> Paper Towel Dispensers | <input type="checkbox"/> Toilet Paper Dispensers |
| <input type="checkbox"/> Walls | <input type="checkbox"/> Door Handles |
| <input type="checkbox"/> Floors | <input type="checkbox"/> |

DOORS, DOOR HANDLES AT ALL EXTERIOR AND INTERIOR ENTRANCES

- | | |
|--|--|
| <input type="checkbox"/> Door Handles | <input type="checkbox"/> Door Key |
| <input type="checkbox"/> Door Key Card Systems | <input type="checkbox"/> Door Peephole |
| <input type="checkbox"/> Door Locks | <input type="checkbox"/> Door hinges |
| <input type="checkbox"/> Door Locking devices | <input type="checkbox"/> |

1. ELEVATORS, ALL SURFACES, INTERNAL AND EXTERNAL

- | | |
|-----------------------------------|------------------------------------|
| <input type="checkbox"/> Controls | <input type="checkbox"/> Floors |
| <input type="checkbox"/> Buttons | <input type="checkbox"/> Handrails |
| <input type="checkbox"/> Walls | <input type="checkbox"/> |



Health Officer Directive No. 2020-29c (Exhibit B)
Health and Safety Plan (issued 11/03/2020)

**STAIRWAYS, STAIRWELLS & ESCALATORS, ALL SURFACES ON STAIRWAYS,
STAIRWELLS & ESCALATORS**

- | | |
|----------------------------------|------------------------------------|
| <input type="checkbox"/> Walls | <input type="checkbox"/> Handrails |
| <input type="checkbox"/> Buttons | <input type="checkbox"/> |

ELEVATORS, ALL SURFACES, INTERNAL AND EXTERNAL

- | | |
|-----------------------------------|------------------------------------|
| <input type="checkbox"/> Controls | <input type="checkbox"/> Floors |
| <input type="checkbox"/> Buttons | <input type="checkbox"/> Handrails |
| <input type="checkbox"/> Walls | <input type="checkbox"/> |



DIRECTIVE OF THE HEALTH OFFICER No. 2020-32b

**DIRECTIVE OF THE HEALTH OFFICER OF
THE CITY AND COUNTY OF SAN FRANCISCO REGARDING REQUIRED BEST
PRACTICES FOR INDOOR MUSEUMS, ZOOS, AND AQUARIUMS**

(PUBLIC HEALTH DIRECTIVE)

DATE OF DIRECTIVE: November 3, 2020

By this Directive, the Health Officer of the City and County of San Francisco (the “Health Officer”) issues industry-specific direction that indoor museums, zoos, and aquariums, as described below, must follow as part of the local response to the Coronavirus Disease 2019 (“COVID-19”) pandemic. This Directive constitutes industry-specific guidance as provided under Sections 4.e and 11 of Health Officer Order No. C19-07m issued on November 3, 2020 (the “Stay-Safer-At-Home Order”) and, unless otherwise defined below, initially capitalized terms used in this Directive have the same meaning given them in that order. This Directive goes into effect immediately, and remains in effect until suspended, superseded, or amended by the Health Officer. This Directive has support in the bases and justifications set forth in the Stay-Safer-At-Home Order. As further provided below, this Directive automatically incorporates any revisions to the Stay-Safer-At-Home Order or other future orders issued by the Health Officer that supersede that order or reference this Directive. This Directive is intended to promote best practices as to Social Distancing Requirements and sanitation measures, helping prevent the transmission of COVID-19 and safeguard the health of workers, customers, and the community.

**UNDER THE AUTHORITY OF CALIFORNIA HEALTH AND SAFETY CODE
SECTIONS 101040, 101085, AND 120175, THE HEALTH OFFICER DIRECTS AS
FOLLOWS:**

1. This Directive applies to all owners, operators, managers, and supervisors of any museum, zoo, or aquarium that opens indoor galleries, exhibits, other indoor space (“Indoor Museum”).
2. Before it opens any indoor space to the public, or allows Personnel onsite, each Indoor Museum must create, adopt, and implement a written health and safety plan (a “Health and Safety Plan”) that covers each issue identified in Section 17(b) of Appendix C-1 of the Stay-Safer-At-Home Order. The Health and Safety Plan must conform to the requirements posted by the Department of Public Health (“DPH”) in the Indoor Museum Plan template, located at <https://www.sfdph.org/dph/alerts/covid-guidance/Museums-Zoos-Aquariums-HSP.pdf>.
3. Each Indoor Museum must (a) submit the Health and Safety Plan to DPH at healthplan@sfcityattv.org, (b) provide a summary of the Health and Safety Plan to all Personnel working on site or otherwise in the City in relation to its operations and make the Health and Safety Plan available to Personnel upon request, (c) make the plan available to the public on its website on a permanent URL (the URL must be included when the plan is submitted to DPH), and (d) post the Health and Safety Plan at each entrance to any physical business site within the City. Also, each Indoor Museum must provide a copy of the Health and Safety Plan and evidence of its implementation to any authority enforcing this Directive upon demand.



City and County of San Francisco

Department of Public Health Health Officer Directive

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4. Attached as Exhibit A to this Directive is a list of best practices that apply to Indoor Museums (the “Best Practices”). Each Indoor Museum must comply with all of the relevant requirements listed in the Best Practices.
5. If an aspect, service, or operation of an Indoor Museum is also covered by another Health Officer directive (all of which are available at www.sfdph.org/directives), then the Indoor Museum must comply with all applicable directives, and it must complete all relevant Health and Safety Plan forms.
6. Each Indoor Museum subject to this Directive must provide items such as Face Coverings (as provided in Health Officer Order No. C19-12c issued on July 22, 2020, and any future amendment to that order), hand sanitizer or handwashing stations, or both, and disinfectant and related cleaning supplies to Personnel, all as required by the Best Practices. If any such Indoor Museum is unable to provide these required items or otherwise fails to comply with required Best Practices or fails to abide by its Health and Safety Plan, then it must cease operating until it can fully comply and demonstrate its strict compliance. Further, as to any non-compliant Indoor Museum, any such Indoor Museum is subject to immediate closure and the fines and other legal remedies described below, as a violation of the Stay-Safer-At-Home Order.
7. For purposes of this Directive, “Personnel” includes all of the following people who provide goods or services associated with an Indoor Museum: employees; contractors and sub-contractors (such as those who sell goods or perform services onsite or who deliver goods for the business); independent contractors; vendors who are allowed to sell goods onsite; volunteers; and other individuals who regularly provide services onsite at the request of the Indoor Museum. “Personnel” includes “gig workers” who perform work via the business’s app or other online interface, if any.
8. This Directive and the attached Best Practices may be revised by the Health Officer, through revision of this Directive or another future directive or order, as conditions relating to COVID-19 require, in the discretion of the Health Officer. Each Indoor Museum must stay updated regarding any changes to the Stay-Safer-At-Home Order and this Directive by checking the Department of Public Health website (www.sfdph.org/directives) regularly.
9. Implementation of this Directive augments—but does not limit—the obligations of each Indoor Museum under the Stay-Safer-At-Home Order including, but not limited to, the obligation to prepare, post, and implement a Social Distancing Protocol under Section 4.d and Appendix A of the Stay-Safer-At-Home Order. The Indoor Museum must follow these industry-specific Best Practices and update them as necessary for the duration of this Directive, including, without limitation, as this Directive is amended or extended in writing by the Health Officer and consistent with any extension of the Stay-Safer-At-Home Order, any other order that supersedes that order, and any Health Officer order that references this Directive.
10. This Directive does not supersede or otherwise modify the requirements for Outdoor Museums, which are governed by Section (b)(1) of Appendix C-1 of the Stay-Safer-At-Home Order.



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11. This Directive does not apply to indoor retail art galleries, which may operate pursuant to the In-Store Retail Directive, Health Officer Directive 2020-17, as that directive may be amended from time to time. The In-Store Retail Directive is available at <https://www.sfdph.org/dph/alerts/files/Directive-2020-17-Instore-Retail.pdf>.

This Directive is issued in furtherance of the purposes of the Stay-Safer-At-Home Order. Where a conflict exists between this Directive and any state, local, or federal public health order related to the COVID-19 pandemic, including, without limitation, the Social Distancing Protocol, the most restrictive provision controls. Failure to carry out this Directive is a violation of the Stay-Safer-At-Home Order, constitutes an imminent threat and menace to public health, constitutes a public nuisance, and is a misdemeanor punishable by fine, imprisonment, or both.

A handwritten signature in blue ink that reads "Tomás Aragón".

Tomás J. Aragón, MD, DrPH,
Health Officer of the
City and County of San Francisco

Date: November 3, 2020



Best Practices for Indoor Museums

In addition to preparing, posting, and implementing the Social Distancing Protocol required by Section 4.d and Appendix A of Health Officer Order No. C19-07m (the “Social Distancing Protocol”), each Indoor Museum that operates in San Francisco must comply with each requirement for Indoor Museums listed in Directive 2020-32b, each requirement included in these Best Practices, and prepare a Health and Safety Plan substantially in the format of the Indoor Museum Plan template, available online at <https://www.sfdph.org/dph/alerts/covid-guidance/Museums-Zoos-Aquariums-HSP.pdf>.

1. Section 1 – General Requirements for all Indoor Museums:

- 1.1.** Follow all applicable public health orders and directives, including this Directive and any applicable State orders or industry guidance. In the event of any conflict between a State order or guidance and this directive, follow the more restrictive measure.
- 1.2.** Require patrons and Personnel to wear Face Coverings as provided in Health Officer Order No. C19-12c issued on July 22, 2020, and any future amendment to that order (the “Face Covering Order”). Add signage to elevators and on all floors reminding individuals to wear Face Coverings. Health Officer orders are available online at www.sfdph.org/healthorders. The City also has flyers, posters, fact sheets, and social media graphics available in multiple languages for use by the community. These resources include posters regarding use of Face Coverings, and these resources are available online at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>.
- 1.3.** Provide hand sanitizer (using touchless dispensers when possible) at key entrances and contact areas such as driveways, reception areas, lobbies, elevator and escalator landings, and stairway entrances.
- 1.4.** In addition to making hand sanitizer available to patrons throughout the Indoor Museum (as required in the Social Distancing Protocol), post signage requiring patrons and Personnel to use hand sanitizer or wash their hands (with soap and water, for at least 20 seconds) before and after using any equipment.
- 1.5.** Regularly disinfect all high-touch areas and surfaces (such as lobbies, ticket counters, help counters, doorknobs, handles, rails, light switches, sanitizing stations, restrooms, sinks, toilets, benches, keyboards, computers, phones, break rooms and lunch areas, changing areas, loading docks, kitchens, and areas of ingress and egress, including stairways, stairwells, handrails, and elevator controls is performed), following CDC guidelines.
- 1.6.** If necessary, modify operating hours to ensure time for regular and thorough sanitization.
- 1.7.** Indoor Museums must limit the number of people, including Personnel, who are present in the facility to the lesser of: (1) 25% of the facility’s normal maximum occupancy or (2) the number of people who can maintain at least six feet of physical distance from each other in the facility at all times. This requirement includes limiting the number of people, including Personnel, who are present in individual galleries or public spaces to the lesser of: (1) 25% of the room’s normal maximum occupancy or (2) the number of people who can maintain at least six feet of physical distance from each other in the room at all times.



City and County of San Francisco

Department of Public Health Health Officer Directive

Exhibit A to Health Officer Directive No. 2020-32b (issued 11/3/2020)

- 1.8.** Indoor Museums must advise all patrons to maintain at least six feet of physical distance from people outside of their Household at all times.
- 1.9.** Group reservations or group visits with members of different Households are not allowed.
- 1.10.** Indoor Museums must include notices on their websites and posted signage at each entrance reminding patrons to remain home if they: (1) have been diagnosed with COVID-19 or had a positive test for COVID-19, (2) are experiencing any of the symptoms of COVID-19, or (3) had a close contact with someone who is COVID-19 positive in the last 14 days. Additional information on COVID-19 symptoms, and what constitutes a close contact is available at <https://www.sfgdcp.org/communicable-disease/diseases-a-z/covid19whatsnew/>.
- 1.11.** Post signage reminding Personnel, and Guests that SARs-CoV-2 can be spread by individuals who do not feel sick or show outward symptoms of infection. Sample signage is available at <https://sf.gov/outreach-toolkit-coronavirus-covid-19>
- 1.12.** Due to the increased risk of transmission presented by prolonged exposure to other households while in enclosed spaces, Indoor Museums must provide signage advising patrons of this risk, and have procedures (e.g. signage or prompts by Personnel) to circulate through the facility and not gather or linger in one area.
- 1.13.** Close the following areas: common area gathering places such as meeting rooms and lounge areas; auditoriums; guided tours, events, classes, and other gatherings; and coat/personal property check services.
- 1.14.** Although cash payments must be permitted, touchless payment by patrons should be encouraged. Where social distancing of at least six feet is not possible at ticketing booths or other points of contact, Indoor Museums must use an impermeable barrier between Personnel and patrons.
- 1.15.** Public and employee restrooms must be cleaned frequently, and external doors and windows should be left open whenever possible to increase ventilation.
- 1.16.** Indoor Museums must close water fountains. But bottle filling stations may remain open subject to frequent cleaning and disinfection.
- 1.17.** Event rentals must remain closed until further notice.
- 1.18.** Interactive exhibits that cannot be modified to remove touching (e.g. sensory tables) must be closed, with the exception of passive interactive exhibits that have a touchable element for foreign language presentation, or accessibility purposes such as initiating audio/video are permitted. Indoor Museums should frequently clean all touchable areas that are part of the with passive interactive exhibits for foreign language presentation and accessibility purposes.
- 1.19.** Rental equipment, such as strollers and audio self-tour equipment may be used, as long as the Indoor Museum cleans and disinfects the equipment consistent with the CDC guidelines between each use.
- 1.20.** If all or part of an Indoor Museum has been vacant or dormant for an extended period, ensure that plumbing is functioning and that pipes are flushed before use. The San Francisco PUC



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provides guidance for flushing and preparing water systems at <https://sfwater.org/index.aspx?page=1327>.

- 1.21.** All Indoor Museums must comply with the ventilation protocols at Section 4.i of the Stay-Safer-At-Home Order. Review SFDPH's guidance for improved ventilation available at: <https://www.sfdcp.org/COVID-ventilation>.
- 1.22.** Beginning November 10, 2020, Indoor Museums must post signage informing employees how to report COVID-19 health order violations.
- 1.23.** Make stairways accessible to Personnel and patrons, where feasible. Encourage patrons and Personnel who are physically able to use the stairs.
- 1.24.** Add signage to stairways and escalators reminding patrons and Personnel to keep at least six feet distance from others, and to sanitize and wash hands frequently, especially after touching a handrail or other commonly touched item;
- 1.25.** Limit capacity in elevators to the lesser of: (1) four people (if not from the same household), or (2) the number of people who can fit in the elevator while maintaining at least six feet of distance from each other.
- 1.26.** Each Indoor Museum must designate a Worksite Safety Monitor. Indoor Museums must require Personnel screening for coming to work, and provide information regarding the availability of testing. If any Personnel tests positive for COVID-19, that individual or supervisor should report the result immediately to the Worksite Safety Monitor. The Worksite Safety Monitor must be ready to assist DPH with any contact tracing or case investigation efforts.
- 1.27.** Personnel must be trained for use of Personal Protective Equipment ("PPE"). Specifically, the establishment must:
 - 1.27.1.** Perform Hazard Assessment to Safety to determine the necessary PPE and safety supplies required for Personnel.
 - 1.27.2.** Supply PPE to employees based on department needs, job responsibilities, and the level of risk to exposure.
 - 1.27.3.** Provide training to Personnel on the use of PPE. In most circumstances, glove wearing is not recommended by OSHA and the CDC.
- 1.28.** All Personnel who can work remotely must continue to do so. Only Personnel who cannot work remotely, and who must be onsite to facilitate allowed operations, may work onsite. In office space where such Personnel are working, the establishment must comply with all relevant provisions of Section 1 of the Appendix A to Health Officer Directive No. 2020-18 regarding office facilities.
- 1.29.** Indoor Museums must follow all applicable directives (e.g. Dining Establishments, In-Store Retail, and Offices), and prepare applicable Health and Safety Plans required by those directives. The full list of Health Officer directives is available at www.sfdph.org/directives.

Summary of November 3, 2020 Health Order (COVID-19)

On November 3, 2020 the Health Officer issued an amendment to the Stay-Safer-At-Home Order, No. C19-07m (the “Order”), together with various related health directives.ⁱ This document provides an overview of the Order and a summary of the key changes in the Order and companion directives.

This summary is for information purposes and is not a substitute for reading the Order and directives to help ensure full compliance. In the event of any inconsistency between any part of this summary and the legal text of the Order or directives, the legal text controls.

OVERVIEW

On October 20, 2020 the State of California reassigned San Francisco’s risk level for community transmission of COVID-19 under the State’s four-tier, color coded framework, to tier four—minimal (yellow).ⁱⁱ That reassignment moved San Francisco to the least restrictive tier for reopening under the State’s framework, based on a new accelerated equity metric.ⁱⁱⁱ Just three weeks earlier San Francisco had moved to tier three moderate (orange) from the tier it was initially placed in (i.e., tier two—substantial, or red). Together we have been successful to date in managing virus transmission and decreasing community transmission rates.

While case numbers and hospitalizations have been rising, San Francisco continues to have the lowest COVID-19 positive case rate and test percentage positivity of any Bay Area County. San Francisco has the lowest State equity metric (meaning the lowest positive case rates for its most disadvantaged census tracts) of any Bay Area County. And, San Francisco is one of only two counties in the State that has met the accelerated health equity criteria to move to a lower tier^{iv} and is the only Bay Area County in the minimal (yellow) tier and the only yellow-designated county that is urban in the State.^v The Bay Area as a region had been doing well over the past weeks, with reproductive rates generally below one and hospitalizations and case rates relatively low, though they have started to increase, which is of concern. San Francisco still has the lowest death rate due to COVID-19 of any major city in the country.

San Francisco’s re-opening roadmap^{vi} is guided by the State’s framework. But the Health Officer’s assessment of San Francisco’s current epidemiological status with COVID-19, considering all of the local health indicators, is that San Francisco’s risk level still falls most appropriately under moderate transmission (orange) though that assessment may change based on increasing case and hospitalization numbers.^{vii} Most of its neighboring counties are either moderate (orange) or substantial (red); one Bay Area county is widespread (purple) and some Bay Area counties may be at risk of moving backwards in their tier assignments. And even though San Francisco has been assigned to the minimal (yellow) tier because of the State’s accelerated equity criteria and also due to the State’s downward adjustment to San Francisco’s case rate for testing above the State’s benchmark, the Health Officer is continuing to take a careful, incremental approach. Much of the country and other parts of the world are experiencing another surge in virus transmission, and San Francisco needs to remain vigilant to avoid that happening here. Indeed, if San Francisco’s cases rise, the State could reclassify San Francisco’s risk level as moderate (orange) or even substantial (red) once again, moving us back. If the State moves San Francisco back to a more restrictive tier, the Health Officer may suspend or roll back some or all of the openings allowed under the Order. Any reversals will depend on State mandates as well as the Health Officer’s assessment of local health indicators, any traceable sources for the surge, and what is required to combat the pandemic and protect public health and safety.

Because local indicators (including case rates and hospitalizations) have worsened over the past couple weeks, and particularly in light of the surge in virus transmission in parts of California, most of the rest of the country and other parts of the world, the Health Officer is proceeding with caution by pausing most of the additional businesses and activities that were planned for November 3. After San Francisco was assigned to the minimal (yellow) tier, it began a gradual re-opening with the first phase on October 27, four weeks after the previous major re-opening (on September 30). A four-week interval between major reopening phases is considered an appropriate period to assess any significant increase in virus transmission. One of the main changes in the October 27 Order is the allowance for non-essential offices to re-open up to 25% capacity but with a strong encouragement for such offices to continue to allow teleworking. Non-essential offices with fewer than 20 employees are permitted to bring back the number of employees who can maintain six-feet of distance at all times. The October 27 Order also revised ventilation and signage requirements for business and other activities that operate indoors.

In light of San Francisco's guiding public health and safety considerations and consistent with emerging scientific data, information, and evidence, the Health Officer is pausing the phased opening or expansion of certain activities that the State categorizes in its framework under the moderate (orange) tier. Many of those changes would have allowed for a doubling in indoor capacity limits across a variety of sectors from 25% to 50%, with safety protocols and conditions. Instead, most indoor settings will remain at 25% capacity and the Health Officer is amending the Order now to do two main things:

- (1) allow for a more limited re-opening of certain lower risk activities that were planned for November 3—all of which would be allowed in the more restrictive substantial (red) tier—including opening of indoor dining at limited capacity inside museums, adding types of live performances that can occur at outdoor drive-in gatherings, modifying requirements for indoor and outdoor film production, and easing restrictions on in-person real estate showings; and
- (2) require that higher risk businesses where patrons remove face coverings, including indoor dining and indoor personal care services, to implement as soon as possible within a two-week period at least one of these three ventilation measures: open all available windows and doors that open to fresh outdoor air, have a fully operational HVAC system, or use portable air cleaners with appropriate filters ("HEPA air filters") appropriately sized for the room or area they are deployed in.^{viii}

In sum, the planned additional businesses or other activities that have been paused, and the new and revised activities and other changes under the November 3 amendments, are as follows:

- [REVISED] Adds a new condition for indoor dining establishments that, as soon as possible but no later than November 17, those businesses must implement at least one of these three ventilation measures: open all available windows and doors that open to fresh outdoor air, have HVAC system fully operational, or use portable air cleaners with appropriate filters ("HEPA air filters") appropriately sized for the room or area they are deployed in.
- [PAUSED] Plan to expand indoor dining capacity to up to 50% occupancy or 200 people, whichever is fewer, subject to conditions and safety protocols, and also relax the time limit for each seating from two to three hours, is paused.
 - [PAUSED] Plan to allow food courts in indoor shopping centers similarly to expand to up to 50% occupancy or 200 people, whichever is fewer, and subject to social distancing requirements, with an updated health and safety plan, is paused;
 - [PAUSED] Plan to allow restaurants in hotels and other lodging facilities can similarly expand their occupancy to up to 50% or 200 people, whichever is fewer, and subject to social distancing requirements is paused; and

- **[NEW]** Allows restaurants in indoor museums, aquariums and zoos can to open for indoor dining at up to 25% occupancy or 100 people, whichever is fewer (the same as existing capacity limits for dining establishments generally), subject to social distancing requirements, and with safety requirements for controlled access similar to what is required for food courts in indoor shopping centers. (The plan to allow restaurants in indoor museums, aquariums and zoos to expand to up to 50% occupancy or 200 people, whichever is fewer, is paused.)
- **[PAUSED]** Plan to expand capacity for indoor museums, aquariums and zoos to up to 50%, subject to social distancing requirements and other safety protocols, is paused.
- **[PAUSED]** Plan to allow indoor swimming pools to open (including stand-alone pools and pools in gyms and fitness centers and in apartment and condominium buildings and hotels and lodging facilities), subject to conditions and safety protocols, including an updated health directive for pools setting forth best practices for indoor pools, is paused. Those best practices would build on the safety requirements for outdoor pools. When the re-opening resumes, as a condition to opening indoor pools, the pool operator will need to implement at least one of the measures in DPH's ventilation guidelines.
- **[PAUSED]** Plan to allow locker rooms and showers to open inside gyms and fitness centers (including in hotels and lodging facilities and indoor locker rooms and showers serving swimming pools and golf and tennis facilities), at up to 25% capacity, subject to social distancing requirements and other safety protocols, is paused. When re-opening resumes, as a condition to opening indoor locker rooms or showers, the gym or fitness center will need to implement at least one of these three ventilation measures: keep open all available windows and doors that open to fresh outdoor air, have HVAC system fully operational, or use portable air cleaners with appropriate filters ("HEPA air filters") appropriately sized for the room or area they are deployed in.
- **[PAUSED]** Plan to expand capacity for indoor movie theaters to up to 50% or 200 people, whichever is fewer, and subject to social distancing requirements and other safety protocols, is paused. When re-opening resumes and indoor movie theater capacity is expanded to 50%, food and beverage concessions would remain temporarily closed.
- **[REVISED]** Modifies outdoor drive-in gatherings to allow some additional live performances, such as lectures and theatrical, musical or other arts performances, by up to six people and subject to face coverings, social distancing requirements and other safety protocols. But only one performer at a time can sing, chant or shout or play a wind or brass instrument as long as that person is at least 12 feet away from anyone else and the person singing, chanting or shouting is wearing a face covering or the person playing a wind or brass instrument uses a face or other covering over the open end of the instrument.
- **[REVISED]** Modifies film production safety protocols to ease capacity limits, allowing up to 25 people to be involved in film production at a location outdoors and also easing capacity limits for indoor film production and also allowing talent to remove face coverings indoors all with a health and safety plan. If talent will remove face coverings, then the film producers must implement at least one ventilation measure.
- **[PAUSED]** Plan to allow additional indoor family entertainment centers to open, such as indoor bowling alleys, to open at 25% capacity, subject to social distancing requirements and other safety protocols, is paused. (But even when this pause is lifted and the planned re-opening resumes, indoor arcade games, indoor ice-and roller-skating rinks and indoor playgrounds will remain temporarily closed.)

- [PAUSED] Plan to expand capacity limits for houses of worship holding religious services or cultural ceremonies, by increasing indoor capacity to 50% or 200 people, whichever is fewer, and subject to face covering and social distancing requirements and other safety protocols, and expand the limit for outdoor gatherings for these purposes to 300 people, is paused.
- [PAUSED] Plan to expand the limit for outdoor political protests to 300 people, subject to face covering and social distancing requirements and other safety protocols, is paused.
- **[NEW]** Adds a new condition for indoor personal care service providers where customers remove face coverings for treatments that, as soon as possible but no later than November 17, those providers must implement at least one of these three ventilation measures before face coverings may be removed: keep open all available windows and doors that open to fresh outdoor air, have HVAC system fully operational, or use portable air cleaners with appropriate filters (“HEPA air filters”) and appropriately sized for the room or area they are deployed in.
- **[REVISED]** Relaxes the restrictions on real estate transactions to follow the State guidelines for real estate showings for rent or sale.
- [PAUSED] Plan to allow bars to operate without serving food, outdoors only and with patrons seated at tables, which was slated for mid-November or later and subject to the issuance of a health directive establishing best practices and safety protocols for these outdoor bars to operate, is paused.
- [PAUSED] Plan to allow outdoor live musical, theatrical and arts performances with up to 50 people in the audience, which was slated for mid-November pending the State’s anticipated issuance of final guidance and subject to a health and safety plan submitted to DPH and advance notice to State DPH, is paused. These sorts of events were, until a recent change in the State’s interim guidance, prohibited under the State order even for counties in the moderate (orange) tier.
- [PAUSED] Plan to ease restrictions on youth sports programs to follow generally what the State allows for counties in the moderate (orange) tier, which has been slated for mid-November pending the State’s issuance of revised guidelines for youth sports, and subject to the issuance of a health directive establishing best practices and safety protocols for these programs, is paused. Even when this pause is lifted and reopening can resume, indoor contact sports will still not be allowed at that time and ventilation requirements will likely be required.

The opening of all remaining business and other activities that the State allows in its framework under the moderate (orange) tier but that San Francisco did not allow under the October 27 amendments to the Order, will be phased in later, when local indicators support doing so and resuming re-opening. Particularly given the evolving health situation, the Health Officer cannot estimate when those additional activities including the ones that have now been paused, or other additional activities that are allowed under the minimal (yellow) tier, may be allowed to begin. This November 3 re-opening phase is subject to possible further modifications, including possible further suspensions or rollbacks if changed health circumstances warrant.

Also, in connection with these amendments, the Health Officer has revised the description of COVID-19 symptoms and the definition of close contacts in consideration of recent updates by the Center for Disease Control and Prevention (CDC). There are corresponding updates to the personnel and patron COVID-19 screening handouts that the Department of Public Health provides on its website.

San Francisco is the second densest major city in the U.S. and has taken a cautious, incremental approach based on a careful analysis of key local indicators to reopening to provide for a safer,

sustained recovery^{ix}. San Francisco's careful approach to date has helped prevent its hospitals from being overwhelmed and resulted in the lowest COVID-19 death rate of any major city in the country. Still, there is mounting evidence that aerosols—a form of airborne transmission—is a principal pathway for transmission of COVID-19. Particularly with the recent opening of higher-risk indoor activities, adherence by businesses, institutions and individuals to the safety protocols for all these openings is critical to lowering virus transmission risk and helping contain outbreaks. Consistent with San Francisco's measured approach, certain of the openings are beginning with greater safety restrictions that can be re-evaluated over time. According to the Health Officer and the Department of Public Health (DPH), San Francisco, like much of the rest of the country, may experience another surge this Fall in COVID-19 cases and hospitalizations. San Francisco is also opening schools (which continues and is not subject to the pause) and other activities, increasing possible transmission risk.^x

To resume with the City's reopening roadmap, including to avoid having to further suspend or roll back allowed activities if the State moves San Francisco to a more restrictive tier or if local health indicators worsen, we need to get the rate of community transmission lower. San Francisco's key health indicators, including case and hospitalization data, must improve. And everyone needs to continue to do their part, including wearing face coverings when outside their homes, abiding by physical distancing with people who are not in their household, washing their hands frequently, striving to avoid social gatherings with other households, engaging in activities outdoors instead of indoors when possible, avoiding crowded spaces (especially inside with poor ventilation), and staying home if they are sick or have recently been in close contact with someone who has COVID-19.

Also, to help avoid a "twindemic" the City strongly encourages everyone six months or older to get a flu shot. And particularly with the holidays coming up, the Health Officer will be strongly urging (1) San Francisco residents not to engage in unnecessary travel to states with high rates of COVID-19 (i.e. case rates of 10 or more per 100,000 people or case positivity rates of 10% or higher), (2) residents and visitors alike who have recently been in states with high rates of COVID-19 to follow the Health Officer's quarantine guidelines when they arrive in San Francisco, and (3) San Francisco businesses to screen their employees and patrons as appropriate for any recent travel to those states.

LIST OF ATTACHED DOCUMENTS

The attached documents include:

Order No. C19-07m

New and Updated Directives with attached DPH Info and Guidance:

- [REVISED] Dining Directive (No. 2020-16d)
- [REVISED] Drive-in Directive (No. 2020-28b)
- [REVISED] Museums, Aquariums and Zoos Directive (No. 2020-32b) and related health plan template
- [REVISED] Lodging Facilities Directive (No. 2020-29c)

The FAQs relating to COVID-19 posted on the City's website will be updated, but those updates will trail issuance of the Order and directives.

SUMMARY OF MAIN CHANGES

Here are highlights of the main changes under the November 3 amendments:

The Order:

- Updates Ventilation Guidelines. Updates the DPH ventilation guidelines^{xi} to include three types of measures: (1) keep open all available windows or doors that open to fresh outdoor air (except for doors and windows required to be kept closed for fire or life safety purposes and except for ensuring that open windows do not create falling hazards especially for children – these two exceptions apply in all instances where this ventilation measure is mentioned in this summary); (2) have a fully operational HVAC system; and (3) use portable air cleaners with an appropriate filter (“HEPA air filters”) and appropriately sized for the room or area they are deployed in. Also adds a requirement that certain additional businesses where patrons remove face coverings, including indoor dining and indoor personal care services, implement at least one of those three measures as soon as possible and in any event by November 17. The updates to the ventilation guidelines further affect the signage that businesses offering indoor dining, indoor gyms or fitness centers, and indoor personal care services where patrons may temporarily remove their face coverings are required under the previous amendment to the Order to conspicuously post, including at all primary public entrances, by November 3. A template placard that such businesses may use is available online at the City’s COVID-19 toolkit website site.^{xii}
 - DPH’s interim ventilation guidelines provide more details about the ventilation measures, including standards for choosing and operating portable air cleaners. They also include a chart (decision tree) about improving ventilation for indoor spaces. The guidelines apply to non-healthcare businesses and other organizations.
- Updates COVID-19 Vulnerability. Based on recent changes that the Centers for Disease Control and Prevention (CDC) made in its guidance, updates the description of underlying conditions that may make individuals particularly vulnerable to COVID-19, to add cancer and smoking.
- Updates Quarantine Recommendation. Again, based on recent changes that the CDC made in its guidance on what constitutes a close contact for quarantine purposes, updates the quarantine recommendation.
- Updates Data. Updates COVID-19 statistics for San Francisco.

Social Distancing Protocol (Appendix A to the Order)

- Updates to List of COVID-19 Symptoms and Definition of Close Contacts. Based on recent changes that the CDC made in its guidance on COVID-19 symptoms and what constitutes a close contact for quarantine purposes, the Social Distancing Protocol has been updated. Close contact now includes being within six feet of someone who was contagious with COVID-19 for more than 15 minutes in any 24-hour period (instead of 15 consecutive minutes). People with COVID-19 are considered contagious starting 48 hours before their symptoms began until 1) at least 10 days have passed since their symptoms began, 2) they have not had a fever for at least 24 hours and 3) their symptoms have improved. If the person with COVID-19 never had symptoms, they are considered contagious starting 48 hours before their positive COVID-19 test was collected until 10 days after they were tested.
 - The changes go into effect immediately. Businesses are strongly urged to update their screening forms and practices as soon as possible.

- Revises Protective Measures about When Employees and Patrons Should Stay Home. Provides that in general personnel with any single COVID-19 symptom that is new or not explained by another condition must have a negative COVID-19 test or stay out of work for at least 10 days since symptoms started in order to return to work. Those who are close contacts of someone with COVID-19 must remain out of work for 14 days since their last close contact. Similarly patrons should cancel or reschedule non-essential appointments under such circumstances.

Small and Large Construction Projects (Appendixes B-1 and B-2)

- Updates References to COVID-19 Symptoms and Definition of Close Contacts. Makes revisions consistent with the changes to Appendix A described above.

Additional Businesses (Appendix C-1 to the Order and Applicable Directives):

- [REVISED] Indoor Dining. Adds a requirement that all dining establishments with indoor dining must implement at least one of the following ventilation measures as soon as possible and in any event by November 17: (1) keep open all available windows or doors that open to fresh outdoor air; (2) use a fully operational HVAC system that brings in outdoor air or recirculates filtered air with an appropriate filter (or both); and (3) use air purifiers with an appropriate filter and appropriately sized for the room or area they are deployed in. If due to smoke or other conditions the dining establishment cannot implement any of those measures for indoor dining, then the dining establishment must temporarily suspend indoor dining for the period the dining establishment cannot implement any of those measures. Also, the capacity limit remains subject to the requirement that tables be spaced at least six feet apart and that there be no more than six people per table if they are from different households.
 - Clarifies that patrons may eat at counters that are not next to active check-out or in-use food preparation areas, so long as six-foot distancing may be maintained between members of different households seated at the counter.
 - The Health Officer also issued an update to the companion dining directive making parallel changes and other updates including:
 - Requiring that all dining establishments with indoor dining (including bars with bona fide meals) comply with DPH's new ventilation guidelines that apply generally to all indoor businesses and activities and implement them to the extent feasible.
 - Updating signage requirements consistent with the October 20 and October 27 amendments to the Order, with the extended November 10 operational deadline for the employee signage.
- [REVISED] Indoor Personal Care Services. Beginning as soon as possible and in any event by November 17, before personal care providers may remove face coverings from patrons for indoor treatments (subject to the required safety protocols for those services), the care provider must implement at least one of the following ventilation measures for that indoor space: (1) keep open all available windows and doors that open to fresh outdoor air; (2) use a fully operational HVAC system that brings in outdoor air or recirculates filtered air with an appropriate filter (or both); and (3) use air purifiers with an appropriate filter and appropriately sized for the room or area they are deployed in. If due to smoke or other conditions the service provider cannot implement any of those measures, then the provider must temporarily suspend treatments requiring the removal of face coverings for the period the provider cannot implement any of those measures.
- [REVISED] Film Production. Moves film production requirements from the FAQs into Appendix C-1 of the Order and modifies safety protocols for film production to increase capacity

limits indoors and outdoors, allow face coverings to be removed under certain circumstances, and make other changes.

- Consistent with State guidelines, film production companies must either comply with the September 21, 2020 “COVID-19 Return To Work Agreement With DGA, IATSE, SAG-AFTRA and Teamsters/Basic Crafts” or specified DPH requirements, summarized as follows.
- For outdoor shoots:
 - Increases capacity limit from 12 to 25 people total at an outdoors location; and
 - Face coverings can be removed (a) to apply makeup under the health and safety limitations in the directive for outdoor personal services and (b) for filming as long as the cast member removing their face covering is at least six feet away from any other person; singing and playing wind instruments is allowed only with further physical distancing.
- For indoor shoots:
 - Increases capacity limit from 12 to 25 people total at an indoor location; and
 - Face coverings can be removed to apply makeup or do hair under the health and safety limitations in the directive for indoor personal services;
 - for productions scheduled to last seven days or less, cast members who will be removing face coverings must be tested for COVID-19 before the start of the shoot and every other day starting on the third day of the production (longer productions must submit a plan for Health Officer approval);
 - for productions scheduled to last more than seven days, the production company must submit a health and safety plan to the Health Officer for pre-approval and comply with the approved plan; and
 - if face coverings will be removed, the production must implement at least one of these ventilation measures: (1) keep open all available windows and doors that open to fresh outdoor air; (2) use a fully operational HVAC system that brings in outdoor air or recirculates filtered air with an appropriate filter (or both); and (3) use air purifiers with an appropriate filter; also, no singing or wind instruments are allowed unless the person is in an isolation booth or in a separate room and the camera is operated remotely.
- Productions that want to deviate from these requirements in any way must submit a plan to the Health Officer for pre-approval.
- [REVISED] Real Estate Transactions. Consistent with State guidelines for real estate transactions, relaxes the restrictions on real estate agents allowed to show residential properties for rent or sale (including removing the requirement that residents not be present during a showing and the two-person limit for showings). Tours should be conducted virtually whenever feasible. When in person showings are necessary, they are permitted under all of the following conditions:
 - Appointments for showings must be scheduled in advance;
 - Face coverings must be worn at all times in accordance with face covering requirements;
 - All people participating in the showings must maintain social distancing of at least six feet from everyone who is not part of their own household;

- The real estate agent must ensure COVID-19 symptom and exposure screening is completed for all participants on the day of the showing before they enter the unit, and any person who answers “yes” to a screening question must not be permitted to enter;
- The real estate agent must introduce fresh outside air, for example by opening all available windows and doors that open to fresh outdoor air, weather permitting, and operating ventilation measures; and
- Participants must follow the requirements of the State’s COVID-19 Industry Guidance for Real Estate Transactions.^{xiii} For clarity, traditional open houses are still not allowed at this time under the State guidance.
- [REVISED] Hotels and Lodging Facilities. The Health Officer issued an update to the directive for hotels and lodging facilities including:
 - Requiring that they comply with DPH’s new ventilation guidelines that apply generally to all indoor businesses and activities and implement them to the extent feasible.
 - Updating signage requirements consistent with the October 20 and October 27 amendments to the Order, with the extended November 10 operational deadline for the employee signage.
 - Adding an exception from the requirement for housekeeping staff to wear N95 respirators if they are cleaning a room that has been left vacant for at least 24 hours after the guest has checked out, but the housekeeping staff must still wear a face covering in such situations.

Additional Activities (Appendix C-2 of the Order and Applicable Directives):

- [REVISED] Museums, Aquariums and Zoos. Allows indoor dining establishments that are within or otherwise part of museums, aquariums and zoos to increase occupancy up to 25% or 100 people, whichever is fewer, subject to social distancing requirements. Museums, aquariums, and zoos with integrated dining areas must clearly demarcate the areas reserved for dining, and control access points, similar to the requirements for enclosed shopping centers, to ensure that social distance is maintained in the dining area.
 - No health and safety plan update is needed now for museums, zoos and aquariums opening indoor dining subject to the safety requirements. DPH may provide for an updated health and safety plan, including on-line template, in connection with a future expansion to 50% capacity when the re-opening pause is lifted.
 - The Health Officer also issued an update to the companion museums, aquariums and zoos directive making parallel changes and other updates including:
 - Clarifying that passive interactive exhibits that have a touchable element for foreign language presentation, or accessibility purposes such as initiating audio or video are permitted. Other high-touch exhibits like sensory tables must remain closed. Institutions should frequently clean all touchable areas, including passive exhibits, and other typically touched elements, such as door handles, handrails and elevator buttons.
 - Requiring that indoor museums, zoos and aquariums comply with DPH’s new ventilation guidelines that apply generally to all indoor businesses and activities and implement them to the extent feasible.
 - Updating signage requirements consistent with the October 20 and October 27 amendments to the Order, with the extended November 10 operational deadline for the employee signage.
- [REVISED] Drive-In Gatherings. Modifying outdoor drive-in gatherings to allow some additional live performances, such as lectures and theatrical, musical or other arts performances, by up to

six people and subject to face coverings and social distancing requirements. Only one performer at a time can sing, chant or shout or play a wind or brass instrument as long as that person is at least 12 feet away from anyone else and the person singing, chanting or shouting is wearing a face covering or the person playing a wind or brass instrument uses a face or other covering over the open end of the instrument.

- The Health Officer also issued an update to the companion drive-in gatherings directive making parallel changes and other updates.

ⁱ San Francisco COVID-19 Health Orders: <https://www.sfdph.org/dph/alerts/coronavirus-healthorders.asp>; and San Francisco COVID-19 Health Directives, including Sector Guidance: <https://www.sfdph.org/dph/alerts/coronavirus-health-directives.asp>

ⁱⁱ State of California Blueprint for Safer Economy: <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/COVID19CountyMonitoringOverview.aspx#>

ⁱⁱⁱ State equity metric: <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/CaliforniaHealthEquityMetric.aspx>

^{iv} Humboldt County is the only other county in the State besides San Francisco to meet the accelerated equity metric, but Humboldt was already in the minimal (yellow) tier. See the link to the California Blueprint Data Chart (Excel document) under the heading “Additional information about the Blueprint” in: <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/COVID19CountyMonitoringOverview.aspx>

^v The State’s weekly update to new tier assignments under its blueprint has been delayed to November 4.

^{vi} San Francisco Reopening Roadmap: <https://sf.gov/step-by-step/reopening-san-francisco>

^{vii} State Blueprint Chart: https://www.cdph.ca.gov/Programs/CID/DCDC/CDPH%20Document%20Library/COVID-19/Dimmer-Framework-August_2020.pdf

^{viii} SFDPH’s Interim Guidance on “Ventilation for During the COVID-19 Pandemic,” available online at www.sfdcdp.org/COVID-Ventilation

^{ix} Key Local Health Indicators: <https://data.sfgov.org/stories/s/epem-wybz#hospital-system>

^x Schools Reopening Dashboard: <https://data.sfgov.org/stories/s/School-Reopening/ccmh-3avz/>

^{xi} SFDPH’s Interim Guidance on “Ventilation During the COVID-19 Pandemic,” available online at www.sfdcdp.org/COVID-Ventilation

^{xii} Signage templates at outreach toolkit: <https://sf.gov/outreach-toolkit-coronavirus-covid-19>

^{xiii} State’s Guidance for Real Estate Transactions: <https://covid19.ca.gov/pdf/guidance-real-estate.pdf>

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: Immigrant Rights Commission Resolution Condemning ICE
Date: Wednesday, November 4, 2020 3:32:00 PM
Attachments: [IRC Resolution2020-03 CondemningICE.pdf](#)

From: Shore, Elena (ADM) <elena.shore@sfgov.org>
Sent: Tuesday, November 3, 2020 5:02 PM
To: Engagement, Civic (ADM) <civic.engagement@sfgov.org>
Cc: Pon, Adrienne (ADM) <adrienne.pon@sfgov.org>
Subject: Immigrant Rights Commission Resolution Condemning ICE

Dear Supervisors,

On behalf of Director Adrienne Pon, attached is a resolution that was adopted by the Immigrant Rights Commission at its Full Commission meeting on October 19, 2020, and finalized at its Executive Committee meeting on October 28, 2020, condemning the actions of U.S. Immigrations and Customs Enforcement (ICE). The attachment includes the certification by Director Pon.

Please let us know if you have any questions or need additional information.

Thank you,

Elena

Elena Shore | Senior Immigrant Affairs Advisor | Clerk, Immigrant Rights Commission

Pronouns: She, Her, Hers

Office of Civic Engagement & Immigrant Affairs | City & County of San Francisco

elena.shore@sfgov.org | [OCEIA](#) | [Immigrant Rights Commission](#)

1155 Market Street, 1st Floor | San Francisco, CA 94103



CITY AND COUNTY OF SAN FRANCISCO IMMIGRANT RIGHTS COMMISSION

Commissioners:

Celine Kennelly, Chair
Mario Paz, Vice Chair
Elahe Enssani
Donna Fujii
Haregu Gaime
Ryan Khojasteh
Paul Monge
Amro Radwan
Nima Rahimi
Franklin M. Ricarte
Jessy Ruiz
Alicia Wang

Executive Director:

Adrienne Pon
Office of Civic Engagement
& Immigrant Affairs

CERTIFICATION OF EXECUTIVE DIRECTOR OF THE COMMISSION

Resolution No. 2020-03

Date Passed: October 19, 2020

[CONDEMNING U.S. IMMIGRATION AND CUSTOMS ENFORCEMENT FOR THEIR
CRIMES AGAINST HUMANITY]

**Resolution to condemn the crimes against humanity perpetrated by United
States Immigration and Customs Enforcement (ICE) against immigrants and
their families**

October 19, 2020

San Francisco Immigrant Rights Commission
Full Commission

Ayes: 9- Chair Kennelly, Vice Chair Paz, Commissioners Fujii, Khojasteh, Monge,
Radwan, Rahimi, Ricarte, Wang.

Nays: 0

October 28, 2020

San Francisco Immigrant Rights Commission
Executive Committee

Ayes: 4-Chair Kennelly, Vice Chair Paz, Commissioners Khojasteh, Rahimi

Nays: 0

File No. IRC2020-03

I hereby certify that I am the duly appointed Executive Director of the
Immigrant Rights Commission and that the attached resolution was adopted
and approved by the Immigrant Rights Commission of the City and County of
San Francisco at a properly noticed Full Commission meeting on October 19,
2020, and approved with final edits at a properly noticed Executive Committee
meeting on October 28, 2020.

A handwritten signature in cursive script that reads "Adrienne Pon".

Adrienne Pon
Executive Director
Office of Civic Engagement & Immigrant Affairs

Date: November 3, 2020

1 [CONDEMNING U.S. IMMIGRATION AND CUSTOMS ENFORCEMENT FOR THEIR
2 CRIMES AGAINST HUMANITY]

3
4 **Resolution to condemn the crimes against humanity perpetrated by United States**
5 **Immigration and Customs Enforcement (ICE) against immigrants and their families**
6

7 WHEREAS, the Homeland Security Act of 2002 established the U.S. Immigration and
8 Customs Enforcement (ICE) as a federal law enforcement agency tasked with enforcing our
9 nation's immigration laws under the purview of the U.S. Department of Homeland Security,
10 replacing the Immigration and Naturalization Service (INS) within the U.S. Department of
11 Justice; and
12

13 WHEREAS, ICE's annual budget has almost tripled from \$3.3 billion in 2003 to \$8.4
14 billion today, with much of that funding aimed at increasing the agency's ability to hold
15 immigrants in detention facilities; thus, cementing immigration as one of the highest priorities
16 of federal law enforcement such that half of all federal prosecutions are for so-called
17 immigration-related "crimes"; and
18

19 WHEREAS, ICE has had a troubled history and in the past few years, has implemented
20 cruel and inhumane policies and actions against immigrants seeking safety and refuge; and
21

22 WHEREAS, within one week of taking office, President Trump signed a number of
23 executive orders granting ICE broader authority to detain unauthorized immigrants, including
24 those without criminal records, and giving individual immigration officers the discretion to
25

1 decide who should be detained for deportation, leading to a 30% increase in arrests that
2 continued into 2018; and
3

4 WHEREAS, the administration officially announced a “zero tolerance” policy in May
5 2018 (with the “pilot program” beginning in July 2017) dictating that all migrants who cross the
6 U.S. border without permission, including those seeking asylum, be referred to the
7 Department of Justice for prosecution, resulting in children, including infants and toddlers,
8 being forcefully separated from their parents and placed in cages without proper sanitation
9 and care, causing a family separation crisis that subjected the U.S. to international scorn and
10 condemnation; and
11

12 WHEREAS, the Department of Homeland Security’s tracking systems are flawed, and
13 the official government count of children separated from their parents or guardians under the
14 family separation policy as of February 2020 is at least 5,510, inflicting lasting generational
15 trauma as many children have yet to be reunited with their parents. Advocates believe that the
16 total number of separated children exceeds the government count and as of October 2020,
17 the parents of at least 545 children have still not been found; and
18

19 WHEREAS, the federal government received 4,556 complaints about the sexual abuse
20 of immigrant children held in government-funded detention facilities from October 2014 to July
21 2018, with an increase in complaints while the current administration’s “zero tolerance” policy
22 of separating migrant families at the border was in place; and
23

24 WHEREAS, over the past few years, the current administration has continually
25 threatened to deport millions of immigrants, striking fear into communities over imminent

1 raids, and making apparent good on these threats such as authorizing the largest single-state
2 workplace enforcement raid in U.S. history on August 7, 2019 at seven food processing plants
3 in Mississippi. This operation resulted in the arrest of 680 undocumented workers (and
4 parents) on the first day of school, prompting the mayor of Jackson to condemn this action as
5 a “gross display of humanity”; and
6

7 WHEREAS, ICE’s systematic failures to provide adequate health care to the human
8 beings under their care and custody prompted the U.S. House of Representatives Committee
9 on Oversight and Reform and the Subcommittee on Civil Rights and Civil Liberties to launch
10 an investigation into the Trump administration’s mistreatment of detained immigrants,
11 concluding in a September 2020 report that in-custody deaths were due to medical neglect
12 and that ICE has failed to publicly release investigative reports on these deaths. Although this
13 has been required by federal law since 2018, ICE has not complied with requirements to
14 report deaths that have occurred since that time; and
15

16 WHEREAS, fiscal year 2020 has been the deadliest year since 2005 for immigrants in
17 ICE custody, with 21 deaths as of September 2020; and
18

19 WHEREAS, while the COVID-19 pandemic has significantly altered life as we once
20 knew it since March 2020, ICE has completely failed to mitigate the virus spread, allowing the
21 disease to ravage detention facilities, with at least 3,917 positive cases since August 2020,
22 causing the American Civil Liberties Union to file more than 50 lawsuits and securing the
23 release of 525 people; and
24
25

1 WHEREAS, the following human beings perished in ICE custody from complications of
2 COVID-19, may they rest in peace: Romien Jally (56), Cipriano Chavez-Alvarez (61),
3 Fernando Sabonger-Garcia (50), Jose Guillen-Vega (70), James Thomas Hill (72), Onoval
4 Perez-Montufa (51), Santiago Baten-Oxlaj (34), Oscar Lopez Acosta (40), and Carlos Ernesto
5 Escobar-Mejia (57); and
6

7 WHEREAS, Chuong Won Ahn, a 74-year-old South Korean man in detention with
8 serious pre-existing health problems that placed him in the high-risk category for COVID-19,
9 died by suicide on May 17, 2020 after repeated urgent pleas by his attorneys for release were
10 rejected by ICE; and
11

12 WHEREAS, Dawn Wooten, a licensed practical nurse who was previously employed at
13 Irwin County Detention Center in Georgia, filed a whistleblower complaint with the Office of
14 the Inspector General in September 2020, reporting that she had witnessed the forced mass
15 sterilization of migrant women in custody; and
16

17 WHEREAS, Mahendra Amin, the physician accused of performing the unwanted and
18 unnecessary hysterectomies, is not certified by the American Board of Obstetrics and
19 Gynecology, and was openly referred to as the “uterus collector”; and
20

21 WHEREAS, it is clear that ICE has been given broad authority by the administration
22 with little oversight to perpetuate crimes against humanity on U.S. soil against the world’s
23 most marginalized, and ICE must be held accountable for allowing inhumane treatment,
24 deplorable living conditions, medical neglect, separation of families, and the denial of liberty
25 and access to legal assistance upon which a free and fair society was founded; now therefore

1 BE IT RESOLVED, that the San Francisco Immigrant Rights Commission
2 acknowledges that words cannot ever adequately convey the injustices committed against
3 those seeking freedom and safety, and that we condemn in the strongest possible terms the
4 government sanctioned mistreatment of detained immigrants and the separation of young
5 children from their parents; and
6

7 BE IT FURTHER RESOLVED, that the San Francisco Immigrant Rights Commission
8 plans to hold a public hearing and community roundtable by early 2021 to discuss fair and
9 humane policies that assist vulnerable immigrants, including the future of ICE as a federal
10 agency; and
11

12 BE IT FURTHER RESOLVED, that the San Francisco Immigrant Rights Commission
13 asks the Board of Supervisors and the Mayor's Office to support comprehensive immigration
14 reform and to uphold our values of decency and respect for human dignity; the San Francisco
15 Immigrant Rights Commission urges the Board of Supervisors and the Mayor to call upon
16 local, state and federal elected leaders to champion a humane, compassionate approach to
17 immigration reform that includes keeping families together and pathways to citizenship for all.
18
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22
23
24
25

From: [Mchugh, Eileen \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Calvillo, Angela \(BOS\)](#)
Subject: Prevailing Wage Report
Date: Monday, November 2, 2020 9:44:00 AM
Attachments: [2020 Memo to BOS.pdf](#)
[Memo BOS Prevailing Wage Report 2.26.20.pdf](#)
[Resolution.docx](#)
[Prevailing Rate of Wages \(Notice of Action\).pdf](#)
[#8 Full CSC OLSE Prevailing Wage Report 10.06.20 v4.pdf](#)

Hello,

The Office of the Clerk of the Board is in receipt of the Prevailing Wage Report. Please see the attached memo from the Clerk of the Board for more information and instructions.

Thank you,

Eileen McHugh
Executive Assistant
Board of Supervisors
1 Dr. Carlton B. Goodlett Place, City Hall, Room 244
San Francisco, CA 94102-4689
Phone: (415) 554-5184 | Fax: (415) 554-5163
eileen.e.mchugh@sfgov.org | www.sfbos.org

From: Bushman, Jennifer (CSC) <jennifer.bushman@sfgov.org>
Sent: Monday, October 26, 2020 3:16 PM
To: BOS-Supervisors <bos-supervisors@sfgov.org>; Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>
Cc: Eng, Sandra (CSC) <sandra.eng@sfgov.org>; Henriquez, Lizzette (CSC) <lizzette.henriquez@sfgov.org>; Morganti, Luz (CSC) <luz.morganti@sfgov.org>; Aldana, Elizabeth (CSC) <elizabeth.aldana@sfgov.org>
Subject: Prevailing Wage Report

Dear Angela Calvillo:

At its meeting of October 19, 2020 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. A copy of the report prepared by the Office of Labor Standards is attached. In addition, a copy of the Civil Service Commission Notice of Action and Proposed Resolution is also attached for your review. Please see the memorandum from our Executive Officer, Sandra Eng.

Thank you!

Jennifer Bushman

Human Resources Analyst
Civil Service Commission
25 Van Ness Avenue, Suite 720
San Francisco, CA 94102
Direct (415) 252-3252
Main (415) 252-3247

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
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Tel. No. 554-5184
Fax No. 554-5163
TDD/TTY No. 544-5227

MEMORANDUM

Date: November 2, 2020
To: Members, Board of Supervisors
From: *ACC* Angela Calvillo, Clerk of the Board
Subject: Prevailing Wage Certification Legislation

The Office of the Clerk of the Board received the attached document from the Civil Service Commission dated October 26, 2020, along with a copy of the report from the Office of Labor Standards, entitled "Report on 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."

The Civil Service Commission, at their October 19, 2020 meeting, adopted the report from the Office of Labor Standards Enforcement, in accordance with Charter Section A7.204 and Administrative Code, Section 6.22.

The Resolution fixing the prevailing wage rate, requested by the Civil Service Commission, will be introduced on November 10, 2020.



CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

Date: October 26, 2020

To: Angela Calvillo, Clerk of the Board

From: Sandra Eng, Executive Officer

Subject: **Proposed Resolution Regarding the Prevailing Wage Rates Pursuant to Administrative Code, Sections 6.22(e) and 21C.1-21C.11**

On behalf of the Civil Service Commission, I am submitting the Word document with my electronic signature for the proposed Resolution pertaining to the fixing of prevailing wage rates pursuant to Administrative Code, Sections 6.22(e) and 21C.1-21C.11.

Please note that in the “Whereas” clause beginning at page 5, line 23, the Resolution references and incorporates the Office of Labor Standards Enforcement (“OLSE”) report concerning the various types of work covered by the proposed Resolution, which report was adopted by the Commission at its October 19, 2020, meeting. The report includes data to be forwarded by the Commission to the Board of Supervisors. With this email, on behalf of the Commission, I am forwarding to the Clerk’s Office the OLSE report.

Please also note that in the same “Whereas” clause, at page 6, line 1, of the proposed 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.

1 [Prevailing Wage Rates - Various Workers Pursuant to Administrative Code, Section 6.22(e)
2 and Sections 21C.1 through 21C.11]

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

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

21 (4) *Theatrical Services Contracts.* Administrative Code, Section 21C.4, requires that
22 contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted by the
23 City require that any individual engaged in theatrical or technical services related to the
24 presentation of a show, including but not limited to workers engaged in rigging, sound,
25 projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and
motion picture services be paid not less than the prevailing rate of wages, including fringe

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

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

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

14 (7) *Contracts for Trade Show and Special Event Work.* Administrative Code, Section
15 21C.8, requires that contracts, leases, franchises, permits, or agreements awarded, let,
16 issued, or granted by the City for the use of property owned by the City require that any
17 individual engaged in exhibit, display, or trade show work at a special event 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, lease, franchise, permit, or
20 agreement is being performed;

21 (8) *Contracts for Broadcast Services.* Administrative Code, Section 21C.9, requires
22 that contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted by
23 the City for the use of property owned by the City require that any individual engaged in
24 broadcast services on City property be paid not less than the prevailing rate of wages,
25 including fringe benefits or the matching equivalents thereof, paid in private employment for

1 similar work in the area in which the contract, lease, franchise, permit, or agreement is being
2 performed;

3 (9) *Loaders and Unloaders, and Related Drivers.* Administrative Code, Section
4 21C.10, requires that contracts, leases, franchises, permits, or agreements awarded, let,
5 issued, or granted by the City for the use of property owned by the City require that 1) any
6 individual engaged in loading or unloading, on City property, of materials, goods, or products
7 into or from a commercial vehicle in connection with a show or special event, and 2) any
8 individual engaged in driving a commercial vehicle into which or from which materials, goods,
9 or products are loaded or unloaded in connection with a show or special event, be paid not
10 less than the prevailing rate of wages, including fringe benefits or an equivalent amount, as
11 paid in private employment for similar work in the area where the contract, lease, franchise,
12 permit, or agreement is being performed;

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

23 WHEREAS, Administrative Code, Section 21C.1, provides that, in the case of any
24 contract for Services wherein motor bus service is to be rendered to the general public on any
25 facility owned by the City, or in the case of any contract for the transportation within the
boundaries of the City of any Commodities owned or in the possession of the City, the

1 Purchaser, on recommendation of the department head concerned and approval of the Mayor
2 or the Mayor's designee or the board or commission in charge of such department upon the
3 ground that the public interest would be best served by requiring the inclusion of such a
4 provision in the contract, may require that any person performing labor thereunder shall be
5 paid not less than the highest general prevailing rate of wages, including fringe benefits or the
6 matching equivalents thereof, paid in private employment for similar work in the area in which
7 the contract is being performed, on the condition that the notice inviting offers under
8 Administrative Code, Section 21.2 calls attention to the requirements of any such provision;
9 and

10 WHEREAS, For the foregoing purposes, Administrative Code, Sections 6.22(e) and
11 21C.7(c)(1), respectively, require the Board of Supervisors (the "Board") annually to fix and
12 determine the prevailing rate of wages, including such rate of wages paid for holiday and
13 overtime work, paid in private employment in San Francisco for the various crafts and kinds of
14 labor used on public works and construction projects; for janitorial services; for work in public
15 off-street parking lots, garages, or automobile storage facilities; for theatrical and technical
16 services related to the presentation of shows; for solid waste hauling services; for moving
17 services; for trade show and special event work; for broadcast services; for loading and
18 unloading; for security guard services; and for motor bus service contracts; and

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

23 WHEREAS, For that purpose the Commission at its October 19, 2020, meeting
24 considered the issue of prevailing wages for all the categories of workers covered in this
25 Resolution, along with a report prepared by the Office of Labor Standards Enforcement (the

1 “OLSE report”), on file with the Clerk of the Board of Supervisors in File No. _____ ,
2 which is hereby declared to be a part of this Resolution as if set forth fully herein; and

3 WHEREAS, The Commission at its October 19, 2020, meeting certified the data in and
4 adopted the OLSE report, which includes conclusions as to the prevailing wage rates to be set
5 in accordance with Administrative Code, Sections 6.22(e), 21C.1, 21C.2, 21C.3, 21C.4,
6 21C.5, 21C.6, 21C.8, 21C.9, 21C.10, and 21C.11; now, therefore, be it

7 RESOLVED, That the Board fixes and determines prevailing wage rates to be paid on
8 work performed under applicable 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 OLSE 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 1–3 of the OLSE report, at pages 1–125);

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 OLSE report,
20 specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at pages 130–
21 131;

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

1 prevailing wages identified in Attachment 4 of the OLSE report, at pages 132–133;

2 (4) *Theatrical Services Contracts*. Pursuant to Administrative Code, Section 21C.4,
3 the Board fixes and determines the prevailing rate of wages, including wages for holiday and
4 overtime work, and fringe benefits or an equivalent amount, paid for theatrical or technical
5 services related to the presentation of a show including, but not limited to, rigging, sound,
6 projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and
7 motion picture services to be the prevailing wages identified in the aforementioned OLSE
8 report, specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at
9 page 134–135;

10 (5) *Solid Waste Hauling Contracts*. Pursuant to Administrative Code, Section 21C.5,
11 the Board fixes and determines the prevailing rate of wages, including wages for holiday and
12 overtime work, and fringe benefits or the equivalent thereof, paid to employees engaged in the
13 hauling of solid waste, to be the wages identified in the aforementioned OLSE report,
14 specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at page 136;

15 (6) *Moving Services Contracts*. Pursuant to Administrative Code, Section 21C.6, the
16 Board fixes and determines the prevailing rate of wages, including wages for holiday and
17 overtime work, and fringe benefits or an equivalent amount, paid in private employment for
18 moving services to be the prevailing wages identified in the aforementioned OLSE report,
19 specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at page 138;

20 (7) *Contracts for Exhibit, Display, or Trade Show Work*. Pursuant to Administrative
21 Code, Section 21C.8, the Board fixes and determines the prevailing rate of wages, including
22 wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in
23 private employment for individuals engaged in exhibit, display, or trade show work, to be the
24 prevailing wages identified in the aforementioned OLSE report, specifically, the prevailing
25 wages identified in Attachment 4 of the OLSE report, at pages 140–141;

1 (8) *Contracts for Broadcast Services.* Pursuant to Administrative Code, Section
2 21C.9, the Board fixes and determines the prevailing rate of wages, including wages for
3 holiday and overtime work, and fringe benefits or an equivalent amount, paid in private
4 employment for individuals engaged in broadcast services, to be the prevailing wages
5 identified in the aforementioned OLSE report, specifically, the prevailing wages identified in
6 Attachment 4 of the OLSE report, at pages 142–143;

7 (9) *Loaders and Unloaders, and Related Drivers.* Pursuant to Administrative Code,
8 Section 21C.10, the Board fixes and determines the prevailing rate of wages, including wages
9 for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private
10 employment for individuals engaged in loading or unloading on City property of materials,
11 goods, or products into or from a commercial vehicle in connection with a show or special
12 event, and also for individuals engaged in driving a commercial vehicle into which or from
13 which materials, goods, or products are loaded or unloaded in connection with a show or
14 special event, to be the prevailing wages identified in the aforementioned OLSE report,
15 specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at pages 144–
16 145;

17 (10) *Security Guards.* Pursuant to Administrative Code, Section 21C.11, the Board
18 fixes and determines the prevailing rate of wages, including wages for holiday and overtime
19 work, and fringe benefits or an equivalent amount, paid in private employment for individuals
20 performing security guard services, to be the prevailing wages identified in the
21 aforementioned OLSE report, specifically, the prevailing wages identified in Attachment 4 of
22 the OLSE report, at page 146; and

23 (11) *Motor Bus Service Contracts.* Pursuant to Administrative Code, Section 21C.1,
24 the 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
individuals performing work under motor bus service contracts, to be the prevailing wages

identified in the aforementioned OLSE report, specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at pages 144–145.

RECOMMENDED:

CIVIL SERVICE COMMISSION

By: /s/
SANDRA ENG
EXECUTIVE OFFICER

n:\govern\as2019\9690023\01487258.docx



CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

Sent via Electronic Mail

October 23, 2020

NOTICE OF CIVIL SERVICE COMMISSION ACTION

SUBJECT: REPORT ON 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.

At its meeting on **October 19, 2020**, the Civil Service Commission had for its consideration the above matter.

The Commission adopted the report of the Office of Labor Standards Enforcement.

If this matter is subject to Code of Civil Procedure (CCP) Section 1094.5, the time within which judicial review must be sought is set forth in CCP Section 1094.

CIVIL SERVICE COMMISSION

/s/

SANDRA ENG
Executive Officer

Cc: Toks Ajike, Recreation and Park
Emylene Aspillá, Airport
Alexander Burns, Department of Public Works
Kyndra Cox, Public Utilities Commission
Ivy Fine, Public Utilities Commission
Lorraine Fuqua, Municipal Transportation Agency
Ted Graff, Municipal Transportation Agency
Virginia Harmon, Municipal Transportation Agency
Kate Howard, Department of Human Resources
Carol Isen, Department of Human Resources
Todd Kyger, Public Utilities Commission
Steven Lee, Municipal Transportation Agency
Leo Levenson, Municipal Transportation Agency
Lisa Powell, City Attorney's Office
Sean McFadden, Recreation and Park Commission
Taraneh Moayed, Office of Contract Administrator
Patrick Mulligan, Office of Labor Standards Enforcement
John Noguchi, Convention Facilities
Masood Ordikhani, Public Utilities Commission
Steven Ponder, Department of Human Resources
Benjamin Poole, Public Utilities Commission
Stephanie Tang, Port
Bill Wong, Airport Commission
Chro



CIVIL SERVICE COMMISSION

CITY AND COUNTY OF SAN FRANCISCO

CIVIL SERVICE COMMISSION REPORT TRANSMITTAL (FORM 22)

Refer to Civil Service Commission Procedure for Staff - Submission of Written Reports for Instructions on Completing and Processing this Form

1. Civil Service Commission Register Number: _____ - _____ -
2. For Civil Service Commission Meeting of: October 5, 2020
3. Check One: Ratification Agenda
 Consent Agenda X
 Regular Agenda
 Human Resources Director's Report
4. Subject: Certification of the Highest Prevailing Rate of Wages of the Various Crafts and Kinds of Labor Paid in Private Employment in the City & County of San Francisco
5. Recommendation: Adopt the report of the Office of Labor Standards Enforcement
6. Report prepared by: Ellen Love Telephone number: (415) 554-6488
7. Notifications: See Attachment
8. Reviewed and approved for Civil Service Commission Agenda:

Human Resources Director:

Date:

9. Submit the original time-stamped copy of this form and person(s) to be notified (see Item 7 above) along with the required copies of the report to:

Executive Officer
 Civil Service Commission
 25 Van Ness Avenue, Suite 720
 San Francisco, CA 94102

10. Receipt-stamp this form in the ACSC RECEIPT STAMP box to the right using the time-stamp in the CSC Office.

Attachment

CSC-22 (11/97)

DS
PM

CSC RECEIPT STAMP

Notifications

Lisa Powell
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Annual Prevailing Wage Report to the Civil Service Commission Table of Contents

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GENERAL SERVICES AGENCY
OFFICE OF LABOR STANDARDS ENFORCEMENT
 PATRICK MULLIGAN, DIRECTOR



DATE: September 22, 2020

TO: The Honorable Civil Service Commission

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 that the Civil Service Commission furnish the Board of Supervisors 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 (DIR) 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 1-3**).

In addition to the classifications and crafts addressed by the DIR's General Prevailing Wage Determinations, San Francisco Administrative Code Section 21C requires that prevailing wages be paid for 10 additional crafts and classifications. These classifications, Admin Code Sections, and date passed by the Board of Supervisors are as follows:

- Motorbus Contract (S.F. Admin. Code 21C.1, passed June 2, 1999)
- Janitorial Services (S.F. Admin. Code 21C.2, passed August 6, 1999)
- Workers in Public Parking Lots and Garages (S.F. Admin. Code 21C.3, passed January 24, 2003)
- Theatrical Workers (S.F. Admin. Code 21C.4, passed May 6, 2004)
- Hauling of Solid Waste (S.F. Admin. Code 21C.5, passed December 12, 2006)
- Moving Services (S.F. Admin. Code 21C.6, passed July 22, 2004)
- Trade Show and Special Event Work (S.F. Admin. Code 21C.8, passed June 19, 2014)
- Broadcast Services (S.F. Admin. Code 21C.9, passed February 10, 2016)
- Loaders and Unloaders (S.F. Admin. Code 21C.10, passed October 4, 2016)
- Security Guard Services (S.F. Admin. Code 21C.11, passed October 28, 2016)

Administrative Code Section 21C.7 requires that the Civil Service Commission provide data on two components for each of these classifications: (1) the basic hourly wage rate and (2) the hourly rate of each fringe benefit, which together equal the hourly prevailing rate of wages.

The Office of Labor Standards Enforcement (OLSE) has compiled wage and fringe benefit tables for each craft and classification in a manner that mirror those developed by the DIR for statewide classifications. These tables summarize the prevailing wage rates from local Collective Bargaining Agreements that covers workers performing the specified craft. To further mirror the DIR process, OLSE has included predetermined increases in wage and benefit rates as reflected

in the relevant collective bargaining agreement (**please see Attachment 4**).

The prevailing wage rate tables included in Attachment 4 for the classifications in Administrative Code Section 21C are based on the following collective bargaining agreements:

Motorbus Contract (S.F. Admin. Code 21C.1): Collective Bargaining Agreement between Bauer's Intelligent Transportation, Inc. and Teamsters Local Union No. 665, in effect through June 30, 2022.

Janitorial Services (S.F. Admin. Code 21C.2):

- a) Collective Bargaining Agreement between the San Francisco Maintenance Contractors Association and Service Employees International Union Local 87, in effect from August 1, 2016 through July 31, 2020, reflecting the prevailing wage rates for individuals performing janitorial services.
- b) Collective Bargaining Agreement between the San Francisco Window Cleaning Contractors Association and Window Cleaners Union – SEIU USWW, AFL-CIO in effect from April 1, 2017 to March 31, 2020, reflecting the wage and benefits levels for individuals performing window cleaning services.

Workers in Public Parking Lots and Garages (S.F. Admin. Code 21C.3): San Francisco Master Parking Agreement by and between Signatory Parking Operators and Teamsters Local Union No. 665 in effect from December 1, 2018 to November 30, 2022.

Theatrical Workers (S.F. Admin. Code 21C.4): Project Agreement between the Concept Services Inc. and Local 16 of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts in effect from July 1, 2020 through June 30, 2021.

Hauling of Solid Waste (S.F. Admin. Code 21C.5): Collective Bargaining Agreement between Recology Sunset & Recology Golden Gate and Sanitary Truck Drivers and Helpers Union Local 350, IBT, in effect from January 1, 2017 until December 31, 2021.

Moving Services (S.F. Admin. Code 21C.6): Agreement between the Service West and the Northern California Carpenters Regional Council and the Carpenters 46 Northern California Counties Conference Board regarding furniture movers and related classifications, in effect from September 1, 2019 to August 31, 2021.

Trade Show and Special Event Work (S.F. Admin. Code 21C.8): Collective Bargaining Agreement between Freeman Expositions Inc and Painter and Allied Trades District Council 36, on behalf of Sign Display and Allied Crafts Local Union 510, in effect from April 1st 2018 to March 31, 2021.

Broadcast Services (S.F. Admin. Code 21C.9): Collective Bargaining Agreement between KELLEYCORE d/b/a SAMMCO and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists, and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC and its Local 119 / Bay Area Freelance Association, in effect from April 1, 2017 to March 31, 2020.

Loaders and Unloaders (S.F. Admin. Code 21C.10): Collective Bargaining Agreement between Freeman Exposition Inc., GES/Global Experience Specialists, Curtin Convention & Exposition Services, Inc. and all other signatory employers within the greater San Francisco Bay Area and Teamsters Local 2785, Local 287 and Local 70. This Agreement is in effect from April 1, 2017 through March 31, 2021.


Security Guard Services (S.F. Admin. Code 21C.11): Collective Bargaining Agreement between Allied Universal Security Services, G4S Secure Solutions (USA) Inc, Securitas Security Services USA, Inc., U.S. Security Associates, Cypress Security, Professional Technical Security Services, Inc., and ProGuard Private Security and Security Employers and Services Employees International Union, United Services Workers West, in effect from August 5, 2017 through June 30, 2021.

OLSE recommends that the Civil Service Commission certify the State Department of Industrial Relations Prevailing Wage Determination and the tables summarizing local Collective 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.

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.

Sincerely,

DocuSigned by:


1756FC600D2C494...
PATRICK MULLIGAN

Director
Office of Labor Standards Enforcement

Attachment 1: DIR Prevailing Wage Determinations, California – Statewide Rates

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # BOILERMAKER-BLACKSMITH

DETERMINATION: C-14-X-2-2020-1

ISSUE DATE: February 22, 2020

EXPIRATION DATE OF DETERMINATION: September 30, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within the State of California

CLASSIFICATION (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension ^d	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday 1 1/2X	Sunday/ Holiday 2X
^a AREA 1 Boilermaker-Blacksmith	\$44.03	\$8.57	^b \$18.14	^b \$7.45	\$3.90	\$0.49	8	\$82.58	^c \$117.39	^c \$117.39	\$152.20
^a AREA 2 Boilermaker-Blacksmith	\$47.00	\$8.57	^b \$21.67	^b \$4.00	\$4.40	\$0.49	8	\$86.13	^c \$122.465	^c \$122.465	\$158.80
^a AREA 3 Boilermaker-Blacksmith	\$43.46	\$8.57	^b \$20.16	^b \$5.50	\$4.40	\$0.49	8	\$82.58	^c \$117.14	^c \$117.14	\$151.70

DETERMINATION: C-14-X-2-2020-1

ISSUE DATE: February 22, 2020

EXPIRATION DATE OF DETERMINATION: September 30, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within the State of California

^a AREA 1 Boilermaker-Blacksmith Helper ^f	\$24.22	e	^b \$0.72	-	\$3.90	\$0.49	8	\$29.33	^c \$41.800	^c \$41.800	\$54.27
^a AREA 2 Boilermaker-Blacksmith Helper ^f	\$25.85	e	^b \$0.71	-	\$4.40	\$0.49	8	\$31.45	^c \$44.730	^c \$44.730	\$58.01
^a AREA 3 Boilermaker-Blacksmith Helper ^f	\$23.90	e	^b \$0.72	-	\$4.40	\$0.49	8	\$29.51	^c \$41.820	^c \$41.820	\$54.13

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Area 1 - Imperial, Inyo, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, Santa Barbara, San Luis Obispo (only that portion that is within a 25-mile radius of the city of Santa Maria), and Ventura Counties.

Area 2 - Alameda, Contra Costa, Marin, Monterey, Sacramento, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties.

Area 3 - All other remaining counties.

^b Contribution is factored at the applicable overtime multiplier for each overtime hour worked. Helpers in Area 1 receive \$0.72 after 2,000 hours worked.

^c Rate applies to the first 2 daily overtime hours and the first 10 hours worked on Saturday. All other overtime is paid at the Sunday/Holiday rate.

^d Includes amount for Annuity Trust Fund.

^e Helpers will be eligible for Health & Welfare benefits after completing 2000 hours.

^f One Helper shall be employed on each job of 5 to 10 employees.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # IRON WORKER

DETERMINATION: C-20-X-1-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: December 31, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within the State of California

CLASSIFICATION (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	^c Daily 1 1/2X	^c Saturday 1 1/2X	Sunday/ Holiday
AREA 1^a											
Iron Worker (Ornamental, Reinforcing, Structural)	\$42.50	10.05	13.32	^b 5.30	0.72	4.465	8	76.355	97.605	97.605	118.855
Fence Erector	\$36.08	7.88	8.99	^b 3.92	0.51	3.585	8	60.965	79.005	79.005	97.045
AREA 2^a											
Iron Worker (Ornamental, Reinforcing, Structural)	\$41.00	10.05	13.32	^b 5.30	0.72	4.465	8	74.855	95.355	95.355	115.855
Fence Erector	\$34.58	7.88	8.99	^b 3.92	0.51	3.585	8	59.465	76.755	76.755	94.045

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a **AREA 1** – Alameda, Contra Costa, San Francisco, San Mateo, And Santa Clara Counties.

AREA 2 - Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Imperial, Inyo, Kern, Kings, Lake, Lassen, Los Angeles, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Napa, Nevada, Orange, Placer, Plumas, Riverside, Sacramento, San Benito, San Bernardino, San Diego, San Joaquin, San Luis Obispo, Santa Barbara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Ventura, Yolo, and Yuba Counties.

^b Includes supplemental dues.

^c Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday. All other overtime is at the Sunday/Holiday rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #ELECTRICAL UTILITY LINEMAN

DETERMINATION: C-61-X-3-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: May 31, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within the State of California, except Del Norte, Modoc, and Siskiyou Counties. (For Del Norte, Modoc and Siskiyou - see page 21)

CLASSIFICATION (Journeyman)	Basic Hourly Rate	Employer Payments				Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Training	Other Payments	Hours	Total Hourly Rate	Daily 2X	Saturday 2X	Sunday and Holiday
# Lineman, Cable Splicer	\$59.14	7.50	^a 11.21	^b 0.30	^c 0.65	8	80.57	142.43	142.43	142.43
Powderman	52.81	7.50	^a 10.47	^b 0.26	^c 0.57	8	73.19	128.41	128.41	128.41
Groundman	36.12	7.50	^a 10.43	^b 0.18	^c 0.40	8	55.71	93.48	93.48	93.48

DETERMINATION: C-61-X-4-2020-1

ISSUE DATE: February 22, 2020

EXPIRATION DATE OF DETERMINATION: December 31, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within the State of California, except Del Norte, Imperial, Inyo, Kern, Kings, Los Angeles, Modoc, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Siskiyou, Tulare, and Ventura Counties. (For Del Norte, Modoc, and Siskiyou – see page 21. For Imperial, Inyo, Kern, Kings, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Tulare, and Ventura Counties – see page 2A-1.

CLASSIFICATION (Journeyman)	Basic Hourly Rate	Employer Payments			Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation/ Holiday	Hours	Total Hourly Rate	Daily 1½X	Saturday 1½X	Sunday/ Holiday 1½X
Pole Restoration Journeyman	\$30.71	5.75	^a 0.85	0.83	8	39.06	54.88	^c 54.88	54.88
After 1 year	30.71	5.75	^a 0.85	1.42	8	39.65	55.47	^c 55.47	55.47
After 3 years	30.71	5.75	^a 0.85	2.01	8	40.24	56.06	^c 56.06	56.06
After 6 years	30.71	5.75	^a 0.85	2.60	8	40.83	56.65	^c 56.65	56.65
Senior Technician ^d	19.87	5.75	^a 0.85	0.53	8	27.60	37.84	^c 37.84	37.84
After 1 year	19.87	5.75	^a 0.85	0.91	8	27.98	38.22	^c 38.22	38.22
After 3 years	19.87	5.75	^a 0.85	1.29	8	28.36	38.60	^c 38.60	38.60
After 6 years	19.87	5.75	^a 0.85	1.68	8	28.75	38.99	^c 38.99	38.99
Pole Treatment Journeyman	27.44	5.75	^a 0.85	0.74	8	35.60	49.73	^c 49.73	49.73
After 1 year	27.44	5.75	^a 0.85	1.27	8	36.13	50.26	^c 50.26	50.26
After 3 years	27.44	5.75	^a 0.85	1.80	8	36.66	50.79	^c 50.79	50.79
After 6 years	27.44	5.75	^a 0.85	2.32	8	37.18	51.31	^c 51.31	51.31
Pole Restoration and Treatment ^d									
Technician (First 6 months)	15.38	5.75	^a 0.85	0.41	8	22.85	30.77	^c 30.77	30.77
Technician (After 6 months)	15.75	5.75	^a 0.85	0.42	8	23.24	31.35	^c 31.35	31.35

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a In addition, an amount equal to 3% of the Basic Hourly Rate is added to the Total Hourly Rate and overtime hourly rates for the National Employees Benefit Board.

^b This amount is factored at the applicable overtime rate.

^c Saturdays may be scheduled as a make-up day at the regular straight time rate.

^d The Ratio of Technicians to Journeymen may not exceed 4 to 1. However, if the Journeyman is assisted by a maximum of two Senior Technicians, three additional Technicians may be added per Senior Technician.

^e Includes \$0.01 to LMCC; the remaining amount is factored at the applicable overtime rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: ELECTRICAL UTILITY LINEMAN

DETERMINATION: C-61-X-5-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: September 30, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Imperial, Inyo, Kern, Kings, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Tulare, and Ventura Counties.

CLASSIFICATION (Journeyman)	Basic Hourly Rate	Employer Payments			Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation/ Holiday	Hours	Total Hourly Rate	Daily 1½X	Saturday 1½X	Sunday/ Holiday 1½X
Pole Restoration Journeyman	\$26.11	5.00	^a 0.60	-	8	32.49	45.94	^c 45.94	45.94
After 6 Months	\$26.11	5.00	^a 0.60	1.21	8	33.70	47.145	^c 47.145	47.145
After 3 years	\$26.11	5.00	^a 0.60	1.86	8	34.35	47.795	^c 47.795	47.795
After 6 years	\$26.11	5.00	^a 0.60	2.21	8	34.70	48.145	^c 48.145	48.145
Senior Technician ^d	16.89	5.00	^a 0.60	-	8	23.00	31.70	^c 31.70	31.70
After 6 Months	16.89	5.00	^a 0.60	0.78	8	23.78	32.48	^c 32.48	32.48
After 3 years	16.89	5.00	^a 0.60	1.20	8	24.20	32.90	^c 32.90	32.90
After 6 years	16.89	5.00	^a 0.60	1.43	8	24.43	33.13	^c 33.13	33.13
Pole Treatment Journeyman	23.33	5.00	^a 0.60	-	8	29.63	41.645	^c 41.645	41.645
After 6 Months	23.33	5.00	^a 0.60	1.08	8	30.71	42.725	^c 42.725	42.725
After 3 years	23.33	5.00	^a 0.60	1.66	8	31.29	43.305	^c 43.305	43.305
After 6 years	23.33	5.00	^a 0.60	1.97	8	31.60	43.615	^c 43.615	43.615
Pole Restoration and Treatment ^d									
Technician (First 6 months)	13.07	5.00	^a 0.60	0.60	8	19.66	26.39	^c 26.39	26.39
Technician (After 6 months)	13.38	5.00	^a 0.60	0.62	8	20.00	26.89	^c 26.89	26.89
Technician (After 3 Years)	13.38	5.00	^a 0.60	0.95	8	20.33	27.22	^c 27.22	27.22
Technician (After 6 Years)	13.38	5.00	^a 0.60	1.13	8	20.51	27.40	^c 27.40	27.40

^a In addition, an amount equal to 3% of the Basic Hourly Rate is added to the Total Hourly Rate and overtime hourly rates for the National Employees Benefit Board.

^b This amount is factored at the applicable overtime rate.

^c Saturdays may be scheduled as a make-up day at the regular straight time rate.

^d The Ratio of Technicians to Journeymen may not exceed 4 to 1. However, if the Journeyman is assisted by a maximum of two Senior Technicians, three additional Technicians may be added per Senior Technician.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TELECOMMUNICATIONS TECHNICIAN

DETERMINATION: C-422-X-1-2003-2

ISSUE DATE: August 22, 2003

EXPIRATION DATE OF DETERMINATION: June 1, 2004* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics & Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Alameda, Los Angeles, San Francisco, San Mateo, and Santa Clara Counties.

Classification (Journey person)	Basic Hourly Rate	<u>Employer Payments</u>				<u>Straight-Time</u>		<u>Overtime Hourly Rate</u>	
		Health and Welfare	Pension	Vacation and Holidays	Training	Hours	Total Hourly Rate	1 1/2X ^a	2 1/2X
Telecommunications Technician	28.50	2.79	0.93	3.28	-	8	35.50	49.75	78.25

^a Rate applies to work in excess of eight hours daily and for all hours over 40. Rate applies to all hours worked on Sunday.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TELECOMMUNICATIONS TECHNICIAN

DETERMINATION: C-422-X-1-2003-2A

ISSUE DATE: August 22, 2003

EXPIRATION DATE OF DETERMINATION: June 1, 2004* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics & Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Contra Costa, Marin, Orange, and San Diego counties.

Classification (Journey person)	Basic Hourly Rate	<u>Employer Payments</u>				<u>Straight-Time</u>		<u>Overtime Hourly Rate</u>	
		Health and Welfare	Pension	Vacation and Holidays	Training	Hours	Total Hourly Rate	Holiday	
								1 1/2X ^a	2 1/2X
Telecommunications Technician	27.93	2.79	0.93	3.21	-	8	34.86	48.825	76.755

^a Rate applies to work in excess of eight hours daily and for all hours over 40. Rate applies to all hours worked on Sunday .

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TELECOMMUNICATIONS TECHNICIAN

DETERMINATION: C-422-X-1-2003-2B

ISSUE DATE: August 22, 2003

EXPIRATION DATE OF DETERMINATION: June 1, 2004* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics & Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within the Alpine, Amador, Butte, Calaveras, Colusa, El Dorado, Fresno, Glenn, Humboldt, Imperial, Kern, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Riverside, Sacramento, San Benito, San Joaquin, San Luis Obispo, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Ventura, Yolo and Yuba counties.

Classification (Journey person)	Basic Hourly Rate	<u>Employer Payments</u>				<u>Straight-Time</u>		<u>Overtime Hourly Rate</u>	
		Health and Welfare	Pension	Vacation and Holidays	Training	Hours	Total Hourly Rate	Holiday	
								1 1/2X ^a	2 1/2X
Telecommunications Technician	27.18	2.79	0.93	3.13	-	8	34.03	47.62	74.80

^a Rate applies to work in excess of eight hours daily and for all hours over 40. Rate applies to all hours worked on Sunday.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TELEPHONE INSTALLATION WORKER AND RELATED CLASSIFICATIONS

DETERMINATION: C-422-X-10-2020-1

ISSUE DATE: February 22, 2020

EXPIRATION DATE OF DETERMINATION: March 31, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within Del Norte, Inyo, Mono and San Bernardino, and Santa Barbara Counties.

Classification (Journey person)	Step ^a	Basic Hourly Rate	Employer Payments				Straight-Time		Overtime Hourly Rate	
			Health and Welfare ^c	Pension	Vacation ^b and Holiday	Training	Hours	Total Hourly Rate	1 1/2X ^c	2X ^d
Telephone Installation Worker	1	13.00	0.07	-	1.08	-	8	14.15	20.65	27.15
	2	14.05	0.08	-	1.19	-	8	15.32	22.345	29.37
	3	15.50	0.09	-	1.31	-	8	16.90	24.65	32.40
	4	17.20	0.10	-	1.46	-	8	18.76	27.36	35.96
	5	19.36	0.11	-	1.64	-	8	21.11	30.79	40.47
	6	22.13	0.13	-	1.87	-	8	24.13	35.195	46.26

^a The time interval between steps is six months.

^b Rates apply to the first eight years of employment only: for employment over eight years, \$2.30 per hour worked; for employment over fifteen years, \$ 2.72 per hour worked; for employment over twenty-five years, \$3.15 per hour worked.

^c Rate applies to work in excess of a regular shift. Rate applies to all hours worked on Sunday, except those hours which exceed 55 hours weekly.

^d Rate applies to all hours which exceed 55 hours weekly.

^e Includes an amount for sick leave. Benefit is paid until 270 sick leave workdays are accumulated.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TREE TRIMMER (HIGH VOLTAGE LINE CLEARANCE)

DETERMINATION: C-TT-61-1245-12-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: May 29, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kern, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Luis Obispo, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties. (REF: 61-1245-12)

CRAFT/CLASSIFICATION	Basic Hourly Rate	Employer Payments				Straight-Time		Overtime
		Health and Welfare ^a	Pension ^b	Vacation	Holiday	Hours	Total Hourly Rate	Daily/Saturday/ Sunday 2X
Tree Trimmer	36.05	7.50	9.90	0.75	0.75	8	54.95	92.08
Trimmer Trainee								
Start (0-6 Months)	25.23	7.50	6.49	0.53	0.53	8	40.28	66.27
6-12 Months	28.84	7.50	7.63	0.61	0.61	8	45.19	74.90
After 12 Months	32.44	7.50	8.72	0.68	0.68	8	50.02	83.43
Ground person First 6 Months	21.63	7.50	1.15	0.46	0.46	8	31.20	53.48
Ground person After 6 Months	23.43	7.50	1.80	0.50	0.50	8	33.73	57.86

DETERMINATION: C-TT-61-465-5-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: May 29, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within San Diego County.

CRAFT/CLASSIFICATION	Basic Hourly Rate	Employer Payments				Straight-Time		Overtime
		Health and Welfare ^a	Pension ^b	Vacation	Holiday	Hours	Total Hourly Rate	Daily/Saturday/ Sunday 2X
Tree Trimmer	36.05	7.50	9.90	0.75	0.75	8	54.95	92.08
Trimmer Trainee								
Start (0-6 Months)	25.23	7.50	6.49	0.53	0.53	8	40.28	66.27
6-12 Months	28.84	7.50	7.63	0.61	0.61	8	45.19	74.90
After 12 Months	32.44	7.50	8.72	0.68	0.68	8	50.02	83.43
Ground person First 6 Months	21.63	7.50	1.15	0.46	0.46	8	31.20	53.48
Ground person After 6 Months	23.43	7.50	1.80	0.50	0.50	8	33.73	57.86

Footnotes listed on page 2E

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TREE TRIMMER (HIGH VOLTAGE LINE CLEARANCE)

DETERMINATION: C-TT-61-465-5A-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: May 29, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Imperial County

CRAFT/CLASSIFICATION	Basic Hourly Rate	Health and Welfare ^a	Pension ^b	Vacation	Holiday	Hours	Total Hourly Rate	Daily/Saturday/ Sunday 2X
Tree Trimmer	36.05	7.50	9.90	0.75	0.75	8	54.95	92.08
Trimmer Trainee								
Start (0-6 Months)	25.23	7.50	6.49	0.53	0.53	8	40.28	66.27
6-12 Months	28.84	7.50	7.63	0.61	0.61	8	45.19	74.90
After 12 Months	32.44	7.50	8.72	0.68	0.68	8	50.02	83.43
Ground person First 6 Months	21.63	7.50	1.15	0.46	0.46	8	31.20	53.48
Ground person After 6 Months	23.43	7.50	1.80	0.50	0.50	8	33.73	57.86

DETERMINATION: C-TT-61-47-3-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: May 29, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Inyo, Los Angeles, Mono, Orange, Riverside, San Bernardino, Santa Barbara, and Ventura Counties.

CRAFT/CLASSIFICATION	Basic Hourly Rate	Health and Welfare ^a	Pension ^b	Vacation	Holiday	Hours	Total Hourly Rate	Daily/Saturday/ Sunday 2X
Tree Trimmer	36.05	7.50	9.90	0.75	0.75	8	54.95	92.08
Trimmer Trainee								
Start (0-6 Months)	25.23	7.50	6.49	0.53	0.53	8	40.28	66.27
6-12 Months	28.84	7.50	7.63	0.61	0.61	8	45.19	74.90
After 12 Months	32.44	7.50	8.72	0.68	0.68	8	50.02	83.43
Ground person First 6 Months	21.63	7.50	1.15	0.46	0.46	8	31.20	53.48
Ground person After 6 Months	23.43	7.50	1.80	0.50	0.50	8	33.73	57.86

^a Includes an amount for Health Reimbursements Accounts.

^b An amount equal to 3% of the Basic Hourly Rate is added to the total hourly rate and overtime hourly rates for the National Employees Benefit Board and is factored at the applicable overtime multiplier. Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages. Includes amount for National Electrical Annuity Plan.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773, AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # STATOR REWINDER

DETERMINATION: C-738-1412-7-2020-1

ISSUE DATE: February 22, 2020

EXPIRATION DATE OF DETERMINATION: March 31, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director - Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within the State of California.

CLASSIFICATION (Journey person)	<u>Employer Payments</u>						<u>Straight-Time</u>		<u>Overtime Hourly Rate</u>			
	Basic Hourly Rate	Health and Welfare	Pension	Vacation	Holiday	Training	Hours	Total ^e Hourly Rate	Daily ^{bc} 1 1/2X	Saturday ^e 1 1/2X	Sunday ^e 2X	Holiday ^e 2 1/2X
Stator Rewinder	\$15.20	^a 1.36	^a 2.18	^{ac} .29	.58	^a .29	8	19.90	29.56	29.56	39.22	48.88
Stator Rewinder Helper	13.00	^a 1.17	^a 1.87	^{ad} .25	.50	^a .25	8	17.04	25.31	25.31	33.58	41.85

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @
<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Contributions are factored at the appropriate overtime multiplier.

^b Rate applies to the first 4 daily overtime hours and the first 12 hours on Saturday. After 12 hours daily, the Sunday double-time rate applies.

^c Rate applies to the first two years of employment only: for employment over two years, \$.58 per hour worked; for employment over five years, \$.73 per hour worked; for employment over seven years, \$.88 per hour worked; for employment over fifteen years, \$1.17 per hour worked; for employment over twenty years, \$1.46 per hour worked; for employment over thirty years, \$1.75 per hour worked.

^d Rates apply to the first two years of employment only: for employment over two years, \$.50 per hour worked; for employment over five years, \$.63 per hour worked; for employment over seven years, \$.75 per hour worked; for employment over fifteen years, \$1.00 per hour worked; for employment over twenty years, \$1.25 per hour worked; for employment over thirty years, \$1.50 per hour worked.

^e Does not include any additional amount that may be required for vacation pay.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # ELECTRICAL UTILITY LINEMAN

DETERMINATION: C-61-X-8-2020-1

ISSUE DATE: February 22, 2020

EXPIRATION DATE OF DETERMINATION: January 31, 2021* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

LOCALITY: All localities within Del Norte, Modoc and Siskiyou counties.

CLASSIFICATION (Journey person)	Employer Payments					Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Training	Other Payments	Hours	Total Hourly Rate	Daily 2X	Saturday 2X	Sunday and Holiday 2X
Lineman, Heavy Line Equipment man, Certified Lineman Welder, Pole Sprayer	\$53.82	7.50	^a 13.51	^b 0.81	^c 0.14	8	75.78	132.16	132.16	132.16
Cable Splicer	60.28	7.50	^a 13.71	^b 0.90	^c 0.16	8	82.55	145.69	145.69	145.69
Line Equipment Operator	46.29	7.50	^a 10.09	^b 0.69	^c 0.13	8	64.70	113.19	113.19	113.19
Powderman	40.37	7.40	^a 8.11	^b 0.61	^c 0.11	8	56.60	98.89	98.89	98.89
Groundman										
First 1040 Hours	21.53	7.40	^a 7.55	^b 0.32	^c 0.06	8	36.86	59.41	59.41	59.41
1041-2080 Hours	26.91	7.40	^a 7.71	^b 0.40	^c 0.08	8	42.50	70.69	70.69	70.69
2081+ Hours	33.37	7.40	^a 7.90	^b 0.50	^c 0.09	8	49.26	84.21	84.21	84.21
Pole Sprayer Trainee										
First six months	46.12	7.40	^a 8.28	^b 0.69	^c 0.12	8	62.61	110.91	110.91	110.91
Second six months	48.33	7.40	^a 8.35	^b 0.72	^c 0.13	8	64.93	115.55	115.55	115.55
Third six months	49.94	7.40	^a 8.40	^b 0.75	^c 0.13	8	66.62	118.93	118.93	118.93

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Includes an amount equal to 3% of the Basic Hourly Rate for the National Employees Benefit Board. This amount is factored at the applicable overtime rate. Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^b This amount is factored at the applicable overtime rate.

^c This amount includes \$0.01 for the National Labor-Management Cooperation Committee, and the remainder of the amount is for the Administrative Maintenance Fund. This amount (AMF) is factored at the applicable overtime rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <https://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <https://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2020-1

Issue Date: August 22, 2020

Expiration date of determination: July 31, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities: All localities within Alameda, Contra Costa, Mendocino, and Solano Counties. (REF: 232-81-1)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Total Hourly Rate	Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation And Holiday	Training	Other		Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$40.52	\$11.05	\$7.50	\$4.10	\$0.75	\$0.70	8.0 ^a	\$64.62	\$84.88 ^(b)	\$84.88 ^(b) \$105.14

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at

<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a In the event that conditions over which the roofing contractor has no control (i.e. adverse weather, project delays, logistical problems, general contractor or building owner requirements, etc.) prevent employees from working on one or more days during the regular work week, work performed on Saturday may be paid at the straight time rates.

^b Rate applies to the first 4 daily overtime hours and first 12 hours worked on Saturday; all other time is paid at the Sunday/Holiday overtime hourly rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2020-1A

Issue Date: February 22, 2020

Expiration date of determination: March 31, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Amador and El Dorado Counties. (REF: 830-232-15)

Classification	Basic Hourly Rate	Employer Payments ^a					Straight-Time Total Hourly Rate	Overtime Hourly Rate		
		Health And Welfare	Pension	Vacation And Holiday	Training	Other		Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
Amador County:										
# Metal Roofing Systems Installer	\$20.41	\$5.79	\$2.80	\$3.74	\$0.20	\$0.05	8.0	\$32.99	\$43.19	\$43.19 ^b \$53.40
El Dorado County:										
# Metal Roofing Systems Installer	\$18.81	\$5.35	\$2.80	\$3.48	\$0.20	-	8.0	\$30.64	\$40.045	\$40.045 ^b \$49.45

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a The credit for employer payments do not have to be computed on an annualized basis where the employer seeks credit for employer payments that are higher for public works projects than private construction performed by the same employer. The director determined that annualization would not serve the purpose of this chapter pursuant to California Labor Code Section 1773.1(d)(4).

^b Saturdays in the same workweek may be worked at straight-time if job is shut down for 2 or more days during the normal workweek due to wind, rain, snow or ice, fog, frost, dew or extreme heat.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2016-1B

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Butte, Lassen, Marin, Placer, Sacramento, San Joaquin, Sonoma, Yolo and Yuba Counties. (REF: 830-232-16)

Classification	Basic Hourly Rate ^a	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health And Welfare ^a	Pension ^a	Vacation And Holiday ^a	Training ^a	Other ^a	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (1½ X)
Butte, Lassen, Placer, Sacramento, Yolo and Yuba Counties:											
# Metal Roofing Systems Installer	\$34.00	\$8.42	\$6.05	^b	\$0.33	-	8.0	\$48.80	\$65.80 ^c	\$65.80 ^c	\$65.80 ^c
San Joaquin County:											
# Metal Roofing Systems Installer	\$32.71	\$8.42	\$5.90	^b	\$0.33	-	8.0	\$47.36	\$63.715 ^c	\$63.715 ^c	\$63.715 ^c
Marin and Sonoma Counties:											
# Metal Roofing Systems Installer	\$36.08	\$8.42	\$5.63	^b	\$0.85	-	8.0	\$50.98	\$69.02 ^c	\$69.02 ^c	\$69.02 ^c

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Basic Hourly Rate and Employer Payments are based on the Davis-Bacon Wage Determination.

^b Included in straight-time hourly rate.

^c Rate applies to all hours work in excess of 8 hours per day and 40 hours during any one week.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2008-1C

Issue Date: August 22, 2008

Expiration date of determination: September 30, 2008* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Calaveras County. (REF: 830-166-4)

Classification	Basic Hourly Rate	Employer Payments ^a					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$47.59 ^b	-	-	-	\$0.45	-	8.0	\$48.04	\$71.835 ^c	\$71.835 ^c	\$71.835 ^c

Indicates an apprenticeable craft. Effective as of July 1, 2008, the issuance and publication of the prevailing wage apprentice schedules/apprentice wage rates have been reassigned by the Department of Industrial Relations from the Division of Labor Statistics and Research to the Division of Apprenticeship Standards. To obtain any apprentice schedules/apprentice wage rates, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a The credit for employer payments do not have to be computed on an annualized basis where the employer seeks credit for employer payments that are higher for public works projects than private construction performed by the same employer. The director determined that annualization would not serve the purpose of this chapter pursuant to California Labor Code Section 1773.1(d)(4).

^b Includes an amount for Health and Welfare, Pension, Vacation/Holiday, Dues Check Off, and Other Payments.

^c Rate applies to all hours work in excess of 8 hours per day and 40 hours during any one week.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2020-1D

Issue Date: February 22, 2020

Expiration date of determination: March 31, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Fresno County. (REF: 830-232-18)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
Fresno County: # Metal Roofing Systems Installer	\$23.05	\$3.60	\$3.60	^a	\$0.10	-	8.0	\$30.35	\$41.875	\$41.875	\$53.40

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Included in straight-time hourly rate.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2020-1E

Issue Date: August 22, 2020

Expiration date of determination: September 30, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Humboldt, Madera, Napa, and Shasta Counties. (REF: 830-232-17)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Other			Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (1½ X)
Humboldt County: Metal Roofing Systems Installer	\$16.00	-	-	-	-	\$2.00	8.0	\$18.00	\$26.00 ^a	\$26.00 ^a	\$26.00 ^a
Madera County: Metal Roofing Systems Installer	\$26.75	\$2.00	\$2.00	-	\$0.15	-	8.0	\$30.90	\$44.275 ^a	\$44.275 ^a	\$44.275 ^a
Napa County: Metal Roofing Systems Installer	\$18.00	-	-	\$0.35	-	-	8.0	\$18.35	\$27.35 ^a	\$27.35 ^a	\$27.35 ^a
Shasta County: Metal Roofing Systems Installer	\$19.83	-	-	-	\$0.20	-	8.0	\$20.03	\$29.945 ^a	\$29.945 ^a	\$29.945 ^a

^a Rate applies to all hours work in excess of 8 hours per day and 40 hours during any one week.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

DETERMINATION: C-MR-2020-1F

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITIES: All localities within Los Angeles, Orange, Riverside and San Bernardino Counties. (REF: 166-102-1)

Classification	Basic Hourly Rate ^a	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension ^c	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily ^b (1½ X)	Saturday ^b (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$48.28	\$11.12	\$17.54	-	\$0.82	\$0.68	8.0	\$78.44	\$102.58	\$102.58	\$126.72

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Includes amount withheld for Working Dues.

^b Rate applies for the first 4 overtime hours Monday through Friday and the first 12 hours worked on Saturday. All other time is paid at the Sunday/Holiday overtime rate. Saturdays in the same workweek may be worked at straight-time if job is shut down during the normal workweek due to inclement weather.

^c Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

DETERMINATION: C-MR-2020-1G

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITIES: All localities within Monterey County^f. (REF: 166-104-10)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Total Hourly Rate	Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Other		Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$52.90 ^a	\$14.23 ^c	\$20.21 ^b	c	\$1.43	\$0.57	8.0	\$89.34	\$117.18 ^d	\$117.18 ^d \$145.02

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes amount for Vacation/Holiday and Dues Check Off.

^b Includes an amount for PSP (\$2.78) that is factored at the applicable overtime multiplier. Includes an amount equal to 3% of wages and employee benefits (excluding training and other payment) for National SASMI Fund (Wage Stabilization Plan). Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^c Included in Straight-Time hourly rate.

^d Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday only; All other time is paid at the Sunday and Holiday overtime hourly rate.

^e Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^f Rate applies to jobsites under 20 miles from Market and Main Streets in Salinas, CA. For rates outside that zone refer to the Travel and Subsistence provisions applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2020-11

Issue Date: August 22, 2020

Expiration date of determination: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities: All localities within San Diego County. (REF: 166-206-1)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$40.62 ^a	\$10.56 ^b	\$17.93 ^c	-	\$1.02 ^d	\$0.59 ^e	8.0 ^f	\$70.72	\$91.03 ^g	\$91.03 ^g	\$111.34 ^g

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Includes amount withheld for Working Dues.

^b Includes an amount for the Sheet Metal Occupational Health Institute Trust.

^c Includes amount for 401(a) Plan. PURSUANT TO LABOR CODE SECTIONS 1773.1 AND 1773.8, THE AMOUNT PAID FOR THIS EMPLOYER PAYMENT MAY VARY RESULTING IN A LOWER TAXABLE BASIC HOURLY WAGE RATE, BUT THE TOTAL HOURLY RATES FOR STRAIGHT TIME AND OVERTIME MAY NOT BE LESS THAN THE GENERAL PREVAILING RATE OF PER DIEM WAGES

^d Includes an amount for International Training Institute.

^e Includes amounts for National Energy Management Institute (NEMI) Fund, Sheet Metal Workers' International Scholarship Fund (SMWSF) and Industry Fund.

^f Saturdays in the same work week may be worked at straight-time if job is shut down during the normal workweek due to inclement weather.

^g Rate applies to the first 2 Daily overtime hours and the first 10 hours on Saturday; All other time is paid at the Sunday and Holiday overtime rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

DETERMINATION: C-MR-2020-1K

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: December 31, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITIES: All localities within Santa Barbara County. (REF: 20-X-1)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$41.00	\$10.05	\$13.32	\$5.30 ^a	\$0.72	\$4.465	8.0	\$74.855	\$95.355 ^b	\$95.355 ^b	\$115.855

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Includes supplemental dues.

^b Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday. All other time is at the Sunday/Holiday rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**# METAL ROOFING SYSTEMS INSTALLER
(SPECIAL SINGLE SHIFT)**

Determination: C-MR-2020-1JA

Issue Date: August 22, 2020

Expiration date of determination: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

Localities: All localities within San Francisco, San Mateo and Santa Clara Counties (REF: 166-104-1)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$71.75 ^a	\$14.85 ^c	\$29.74 ^f	^b	\$1.53	\$0.71	8.0 ^c	\$118.58	\$158.01 ^d	\$158.01 ^d	\$197.45

Indicates an apprenticeable craft. The current apprentice wage rates are available on the internet @

<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Includes amount for Vacation/Holiday and Dues Check Off.

^b Included in Straight-Time Hourly Rate.

^c For San Francisco County, the Straight-Time Hours is 7 hours.

^d For San Francisco County: Rate applies to the first 2 daily overtime hours and the first 7 hours on Saturday only. All other time is paid at the Sunday and Holiday overtime hourly rate.

For San Mateo and Santa Clara Counties: Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday only. All other time is paid at the Sunday and Holiday overtime hourly rate.

^e Includes SMOHIT and SHC. Effective 1/1/2013, pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^f Includes an amount for Pension which is factored at the applicable overtime multiplier. Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**# METAL ROOFING SYSTEMS INSTALLER
(SECOND SHIFT)**

Determination: C-MR-2020-1JA

Issue Date: August 22, 2020

Expiration date of determination: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

Localities: All localities within San Francisco, San Mateo and Santa Clara Counties (REF: 166-104-1)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$70.47 ^a	\$14.85 ^c	\$29.74 ^f	^b	\$1.53	\$0.71	7.5 ^c	\$117.30	\$156.10 ^d	\$156.10 ^d	\$194.89

Indicates an apprenticeable craft. The current apprentice wage rates are available on the internet @

<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Includes amount for Vacation/Holiday and Dues Check Off.

^b Included in Straight-Time Hourly Rate.

^c For San Francisco County, the Straight-Time Hours is 7 hours.

^d For San Francisco County: Rate applies to the first 2 daily overtime hours and the first 7 hours on Saturday only. All other time is paid at the Sunday and Holiday overtime hourly rate.

For San Mateo and Santa Clara Counties: Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday only. All other time is paid at the Sunday and Holiday overtime hourly rate.

^e Includes SMOHIT and SHC. Effective 1/1/2013, pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^f Includes an amount for Pension which is factored at the applicable overtime multiplier. Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**# METAL ROOFING SYSTEMS INSTALLER
(THIRD SHIFT)**

Determination: C-MR-2020-1JA

Issue Date: August 22, 2020

Expiration date of determination: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

Localities: All localities within San Francisco, San Mateo and Santa Clara Counties (REF: 166-104-1)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$73.67 ^a	\$14.85 ^d	\$29.74 ^e	^b	\$1.53	\$0.71	7.0	\$120.50	\$160.89 ^c	\$160.89 ^c	\$201.29

Indicates an apprenticeable craft. The current apprentice wage rates are available on the internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>

^a Includes amount for Vacation/Holiday and Dues Check Off.

^b Included in Straight-Time Hourly Rate.

^c For San Francisco County: Rate applies to the first 2 daily overtime hours and the first 7 hours on Saturday only. All other time is paid at the Sunday and Holiday overtime hourly rate.

For San Mateo and Santa Clara Counties: Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday only. All other time is paid at the Sunday and Holiday overtime hourly rate.

^d Includes SMOHIT and SHC. Effective 1/1/2013, pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^e Includes an amount for Pension which is factored at the applicable overtime multiplier. Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

DETERMINATION: C-MR-2020-1K

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: December 31, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITIES: All localities within Santa Barbara County. (REF: 20-X-1)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$41.00	\$10.05	\$13.32	\$5.30 ^a	\$0.72	\$4.465	8.0	\$74.855	\$95.355 ^b	\$95.355 ^b	\$115.855

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Includes supplemental dues.

^b Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday. All other time is at the Sunday/Holiday rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2020-1L

Issue Date: August 22, 2020

Expiration date of determination: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Localities: All localities within Siskiyou County. (REF: 23-31-1)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate				
		Health and Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	(2 X)	Saturday ^d (1½ X)	(2X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$45.42	\$11.70 ^a	\$10.65	\$5.09 ^a	\$1.03	\$2.64 ^b	8.0	\$76.53	\$99.24 ^c	\$121.95	\$99.24 ^c	\$121.95	\$121.95 ^f

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Includes an amount per hour worked for Work Fees. The vacation amount is \$2.95 per hour worked.

^b Includes amounts for Annuity Trust Fund, Industry Promotion, Carpenters International Training Fund, Carpenter Employers Contract Administration, Contract Work Preservation, and Vacation/Holiday/Sick Leave Admin.

^c For building construction, rate applies to the first 4 hours daily overtime. All heavy, highway and engineering construction overtime worked, Monday through Friday, rate applies to the first 4 hours daily overtime.

^d Saturdays in the same work week may be worked at straight-time if job is shut down during the normal work week due to inclement weather or major mechanical breakdown.

^e Rate applies to the first 8 hours for building construction and for the first 10 hours worked on heavy, highway and engineering construction.

^f Time and one-half shall be paid for the first eight (8) hours worked on the four (4) days of each year selected by the Union as designated off/holidays listed in the Holiday Provision.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2008-1M

Issue Date: August 22, 2008

Expiration date of determination: September 30, 2008* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Stanislaus County. (REF: 830-166-5)

Classification	Basic Hourly Rate	Employer Payments ^a					Straight-Time		Overtime Hourly Rate		
		Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$32.84 ^b	\$7.43	\$7.22	^c	\$0.45	\$0.10	8.0	\$48.04	\$64.46 ^d	\$64.46 ^d	\$80.88

Indicates an apprenticeable craft. Effective as of July 1, 2008, the issuance and publication of the prevailing wage apprentice schedules/apprentice wage rates have been reassigned by the Department of Industrial Relations from the Division of Labor Statistics and Research to the Division of Apprenticeship Standards. To obtain any apprentice schedules/apprentice wage rates, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a The credit for employer payments do not have to be computed on an annualized basis where the employer seeks credit for employer payments that are higher for public works projects than private construction performed by the same employer. The director determined that annualization would not serve the purpose of this chapter pursuant to California Labor Code Section 1773.1(d)(4).

^b Includes amount for Vacation/Holiday and Dues Check Off.

^c Included in straight-time hourly rate.

^d Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday only; All other time is paid at the Sunday and Holiday overtime hourly rate.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLRS/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2020-2N

Issue Date: August 22, 2020

Expiration date of determination: December 31, 2020** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

Localities: All localities within Tulare County. (REF: 232-27-1)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
		Health And Welfare	Pension	Vacation And Holiday	Training	Other ^c			Daily (1½ X)	Saturday ^d (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$31.11 ^a	\$6.48	\$7.40	^b	\$0.47	\$0.06	8.0	\$45.52	\$61.08	\$61.08	\$76.63

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Includes amount for Vacation/Holiday and Dues Check Off.

^b Included in Basic Hourly Rate.

^c Amount is for the Roofers and Waterproofers Research and Education Joint Trust Fund.

^d When adverse weather or job scheduling problems exist, causing an employee to work less than forty (40) hours in a week, Saturday may be used as a make-up day at straight time wage rates.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

METAL ROOFING SYSTEMS INSTALLER

Determination: C-MR-2020-10

Issue Date: February 22, 2020

Expiration date of determination: March 31, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Ventura County. (REF: 830-166-6)

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
# Metal Roofing Systems Installer	\$30.29 ^a	\$6.60	\$5.75 ^b	^c	\$0.80	\$0.54	8.0	\$43.98	\$59.13 ^d	\$59.13 ^d	\$74.27 ^e

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>

^a Includes amount withheld for Dues Check Off.

^b Includes an amount per hour for COLA Fund.

^c Included in straight-time hourly rate.

^d Rate applies to the first 4 overtime hours Monday through Friday and the first 8 hours on Saturday & Sunday. All other overtime is paid at the Double time and Holiday rate.

^e Rate applies after 4 overtime hours Monday through Friday, after 8 hours Saturday and Sunday and all hours worked on Holidays.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/DLSR/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-X-265-2018-1

Issue Date: February 22, 2018

Expiration date of determination: June 30, 2018* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Marin, Napa, Solano and Sonoma Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
Ready Mix Driver	\$25.90	\$14.28	\$6.20	\$2.85	-	-	8.0	\$49.23	\$62.18	\$62.18	\$75.13

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-5-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Alpine, Amador, Calaveras, San Joaquin and Tuolumne Counties

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (1½ X)
Driver: Mixer Truck	\$20.10	\$3.09 ^a	-	\$1.005 ^b	-	-	8.0	\$24.195	\$34.245 ^c	\$34.245

^a The contribution applies to all hours until \$535.26 is paid for the month.

^b \$1.39 after 3 years of service

\$1.78 after 10 years of service

\$2.16 after 20 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-150-53-2017-2

Issue Date: August 22, 2017

Expiration date of determination: June 30, 2018* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Butte, Colusa, El Dorado, Placer, Sacramento, Sutter, Yolo and Yuba Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health And Welfare	Pension	Vacation And Holiday	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
Driver: Mixer Truck	\$27.00	\$13.52 ^a	\$10.12	\$3.37	-	-	8.0	\$54.01	\$67.51	\$67.51	\$81.01

^a Contribution shall be paid for all hours worked up to 173 hours per month.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-624-17-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Del Norte, Humboldt and Mendocino Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (1½ X)
Driver: Mixer Truck	\$22.50	\$4.81 ^a	\$5.60	\$2.00	-	-	8.0	\$34.91	\$46.16 ^b	\$46.16

^a The contribution applies to all hours until \$833.00 is paid for the month.

^b Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-4-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for new rates after 10 days from expiration date, if no subsequent determination is issued.

Localities: All localities within Fresno, Madera, Mariposa, Merced and Stanislaus Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (1½ X)
Driver: Mixer Truck	\$18.50	\$5.44 ^a	-	\$0.71 ^b	-	-	8.0	\$24.65	\$33.90 ^c	\$33.90

^a The contribution applies to all hours until \$943.38 is paid for the month.

^b \$1.42 after 1 year of service for the employer
\$1.78 after 5 years of service for the employer
\$2.13 after 15 years of service for the employer

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-2-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Glenn, Lassen, Modoc, Plumas, Shasta, Siskiyou, Tehama, and Trinity Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (1½ X)
Driver: Mixer Truck	\$14.80	\$3.46 ^a	-	\$0.68 ^b	-	-	8.0	\$18.94	\$26.34 ^c	\$26.34

^a The contribution applies to all hours until \$600 is paid for the month.

^b \$0.97 after 2 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-36-95-2019-1

Issue Date: February 22, 2019

Expiration date of determination: October 31, 2019* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Imperial and San Diego Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (2 X)
Mixer Driver	\$28.10	\$8.37 ^a	\$5.06	\$1.48 ^b	-	-	8.0	\$43.01	\$57.06 ^c	\$71.11

^a The contribution applies to all hours until \$1,450.00 is paid for the month.

^b \$2.02 after one year of service

\$2.56 after 7 years of service.

\$3.10 after 14 years of service.

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly. All work in excess of 12 hours daily shall be paid the Sunday/Holiday (2X) rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-12-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Inyo, Mono and San Bernardino Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (1½ X)
Driver: Mixer Truck	\$19.05	\$6.66 ^a	\$1.71	\$1.17 ^b	-	-	8.0	\$28.59	\$38.115 ^c	\$38.115

^a The contribution applies to all hours until \$1155.24 is paid for the month.

^b \$1.54 after 7 years of service

\$1.91 after 14 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-87-119-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Kern, Kings and Tulare Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Saturday/ Holiday (1½ X)	Sunday (2 X)
Driver: Mixer Truck	\$20.11	\$4.89 ^a	\$3.05	\$0.70 ^b	-	-	8.0	\$28.75	\$38.11 ^c	\$38.11 ^c	\$48.16

^a The contribution applies to all hours until \$847.50 is paid for the month.

^b Applies to workers who have been on payroll for thirty (30) days. After 1 year of employment, Vacation and Holiday increases to \$1.08. After 2 years of employment, Vacation and Holiday increases to \$1.47. After 8 years of employment, Vacation and Holiday increases to \$1.86.

^c Overtime is paid at two times (2x) the basic hourly rate for work performed in excess of twelve (12) hours in any work day.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-624-18-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for new rates after 10 days from expiration date, if no subsequent determination is issued.

Localities: All localities within Lake County.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare ^a	Pension	Vacation And Holiday	Training	Other		Daily/ Holiday ^b (1½ X)	Sunday (2X)
Driver: Mixer Truck	\$20.60	\$4.81	\$6.00	\$2.00	-	-	8.0	\$33.41	\$54.01

^a The contribution applies to all hours until \$833.00 is paid for the month.

^b Rate applies to work in excess of eight (8) hours daily, forty (40) hours weekly and all hours worked on holidays.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-X-258-2018-1

Issue Date: August 22, 2018

Expiration date of determination: September 30, 2018* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director - Research Unit at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Los Angeles, Orange and Ventura Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health And Welfare	Pension	Vacation And Holiday ^d	Training	Other	Hours	Total Hourly Rate	Daily (1½ X)	Saturday/ Holiday (1½ X)	Sunday ^e (2 X)
Ready Mix Driver (After 4 yrs of service)	\$23.60	\$6.00 ^a	\$3.44	\$1.54 ^{bc}	-	-	8.0	\$34.58	\$46.38	\$46.38	\$58.18
Ready Mix Driver (After 3 yrs of service)	\$22.60	\$6.00 ^a	\$3.44	\$1.48 ^d	-	-	8.0	\$33.52	\$44.82	\$44.82	\$56.12
Ready Mix Driver (After 2 yrs of service)	\$21.60	\$6.00 ^a	\$3.44	\$1.41 ^e	-	-	8.0	\$32.45	\$43.25	\$43.25	\$54.05
Ready Mix Driver (After 1 yr of service)	\$20.60	\$6.00 ^a	\$3.44	\$0.95 ^f	-	-	8.0	\$30.99	\$41.29	\$41.29	\$51.59
Ready Mix Driver (1 yr or less of service)	\$19.60	\$6.00 ^a	\$3.44	\$0.00 ^g	-	-	8.0	\$29.04	\$38.84	\$38.84	\$48.64

^a The contribution applies to all hours until \$1040.50 is paid for the month.

^b \$2.00 after 8 years of service

\$2.45 after 15 years of service

^c Includes \$0.64 for Holidays, which would be deducted from the Vacation/Holiday rate if you choose to adopt the paid days off enumerated in the Holiday Provisions.

^d Includes \$0.61 for Holidays, which would be deducted from the Vacation/Holiday rate if you choose to adopt the paid days off enumerated in the Holiday Provisions.

^e Includes \$0.58 for Holidays, which would be deducted from the Vacation/Holiday rate if you choose to adopt the paid days off enumerated in the Holiday Provisions.

^f Includes \$0.55 for Holidays, which would be deducted from the Vacation/Holiday rate if you choose to adopt the paid days off enumerated in the Holiday Provisions.

^g In addition, \$0.53 for Holidays after four (4) months, which would be deducted from the Vacation/Holiday rate if you choose to adopt the paid days off enumerated in the Holiday Provisions.

^h Emergency work and breakdown on Sundays shall be paid at time and one-half (1½x) the straight time rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-3-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Monterey, San Benito, San Francisco, San Mateo, Santa Clara, and Santa Cruz Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (1½ X)
Driver: Mixer Truck	\$21.50	\$9.64	\$1.72 ^a	\$0.99 ^b	-	-	8.0	\$33.85	\$45.46 ^c	\$45.46

^a This amount is factored at the applicable overtime rate.

^b \$1.41 after 2 years of service
\$1.82 after 10 years of service
\$2.23 after 20 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-1-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Nevada and Sierra Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare ^a	Pension	Vacation And Holiday ^b	Training	Other			Daily (1½ X) ^c	Sunday/ Holiday (1½ X)
Driver: Mixer Truck	\$19.25	\$2.96	-	\$0.22	-	-	8.0	\$22.43	\$32.06	\$32.06

^a The contribution applies to all hours until \$513.04 is paid for the month.

^b \$0.59 after 2 years of service

\$0.96 after 5 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

*There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-11-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Riverside County.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (1½ X)
Driver: Mixer Truck	\$15.00	\$6.33 ^a	\$1.80	\$1.04 ^b	-	-	8.0	\$24.17	\$31.67 ^c	\$31.67

^a The contribution applies to all hours until \$1097.30 is paid for the month.

^b \$1.33 after 4 years of service

\$1.61 after 14 years of service

\$1.90 after 24 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-830-261-6-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within San Luis Obispo County.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (1½ X)
Driver: Mixer Truck	\$19.14	\$3.04 ^a	\$3.42	\$1.03 ^b	\$0.64	-	8.0	\$27.27	\$36.84 ^c	\$36.84

^a The contribution applies to all hours until \$526.19 is paid for the month.

^b \$1.40 after 2 years of service,
\$1.70 after 10 years of service.

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-186-15-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Santa Barbara County.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday ^d	Training	Other	Hours	Total Hourly Rate	Daily (1½ X) ^e	Sunday/ Holiday (2 X)
Mixer Driver	\$21.15 ^a	\$4.91 ^b	\$3.44	\$0.41 ^c	-	-	8.0	\$29.91	\$40.485	\$51.06

^aIncludes an amount (\$0.03) for supplemental dues check off.

^bThe contribution applies to all hours until \$850.00 is paid for the month.

^c \$1.06 after 1 month of service

\$1.46 after 1 year of service

\$1.87 after 7 years of service

\$2.28 after 16 years of service.

^d Includes, after one month, \$0.65 for Holidays, which can be deducted from the Vacation/Holiday rate if you choose to adopt the paid days off enumerated in the Holiday Provisions.

^eRate applies to work in excess of eight (8) hours daily and forty (40) hours weekly. All work in excess of twelve (12) hours daily shall be paid the Sunday/Holiday (2X) rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-MT-261-X-260-2020-1

Issue Date: February 22, 2020

Expiration date of determination: June 30, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Alameda and Contra Costa Counties.

Classification	Basic Hourly Rate ^h	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate		
		Health and Welfare ^a	Pension	Vacation And Holiday	Training	Other ^g			Daily (1½ X)	Saturday (1½ X)	Sunday/ Holiday (2 X)
Conventional Trucks (3 axles or less, 8 yards or less) ^e	\$39.57	\$12.35	\$11.07	\$2.59 ^b	-	\$1.41	8.0	\$66.99	\$86.78	\$86.78	\$106.56
Booster Trucks (4 axles or more, 10 yards or less) ^f	\$39.83	\$12.35	\$11.07	\$2.60 ^c	-	\$1.42	8.0	\$67.27	\$87.19	\$87.19	\$107.10
Slider (12 yards)	\$40.33	\$12.35	\$11.07	\$2.64 ^d	-	\$1.43	8.0	\$67.82	\$87.99	\$87.99	\$108.15

^a The contribution applies to all hours until \$2,135.00 is paid for the month.

^b \$2.89 after 2 years of service, \$3.20 after 3 years of service, \$3.96 after 5 years of service, \$4.72 after 10 years of service, and \$5.48 after 20 years of service.

^c \$2.91 after 2 years of service, \$3.22 after 3 years of service, \$3.98 after 5 years of service, \$4.75 after 10 years of service, and \$5.51 after 20 years of service.

^d \$2.95 after 2 years of service, \$3.26 after 3 years of service, \$4.03 after 5 years of service, \$4.81 after 10 years of service, and \$5.58 after 20 years of service.

^e Add \$0.07 per hour to the basic hourly rate for each yard or portion of yard hauled over 8 yards.

^f Add \$0.09 per hour to the basic hourly rate for each yard or portion of yard hauled over 10 yards.

^g Includes amounts for sick leave.

^h An amount up to \$34.40 per 8 hour day (\$4.30 per hour) for a maximum of 5 days per week may be deducted for Health and Welfare. The deduction is limited to the first 173.33 hours worked per month. This is in addition to the \$12.35 per hour employer payment for Health and Welfare.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director - Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-DT-830-261-7-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for new rates after 10 days from expiration date, if no subsequent determination is issued.

Localities: All localities within Alameda, Contra Costa, Del Norte, Humboldt, Lassen, Modoc, San Francisco, San Mateo, Santa Clara, Shasta, Siskiyou and Trinity Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (1½ X)
Driver: Dump Truck	\$22.50	^a	-	\$0.43 ^b	-	-	8.0	\$22.93	\$34.18 ^c	\$34.18

^a Health and Welfare will increase from \$0.00 to \$1.16 after 90 days of service, which will be seen as an increase to the Total Hourly Rate as well.

^b \$0.78 after 90 days of service with the employer
\$1.21 after 5 years of service with the employer
\$1.65 after 10 years of service with the employer

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-DT-830-261-5-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Alpine, Amador, Calaveras, El Dorado, Fresno, Kings, Madera, Mariposa, Merced, Nevada, Placer, Sacramento, San Joaquin, Sierra, Stanislaus, Sutter, Tulare, Tuolumne and Yuba Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (1½ X)
Driver: Dump Truck	\$17.00	\$3.09 ^a	-	\$0.85 ^b	-	-	8.0	\$20.94	\$29.44 ^c	\$29.44

^a The contribution applies to all hours until \$535.26 is paid for the month.

^b \$1.18 after 3 years of service

\$1.50 after 10 years of service

\$1.83 after 20 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-DT-830-261-8-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Butte, Colusa, Glenn, Lake, Mendocino, Plumas and Tehama Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (1½ X)
Driver: Dump Truck	\$21.00	\$2.81 ^a	-	\$0.10 ^b	-	-	8.0	\$23.91	\$34.41 ^c	\$34.41

^aThe contribution applies to hours until \$487.07 is paid for the month.

^b\$0.20 after 1 year of service,

\$0.50 after 2 years of service,

Add \$0.10 for every additional year of service to a maximum of \$1.50 per hour for over 13 years of service.

^cRate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-DT-830-261-10-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Imperial, Inyo, Los Angeles, Mono, Orange, Riverside, San Bernardino and San Diego Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare ^a	Pension	Vacation And Holiday ^b	Training	Other			Daily (1½ X) ^c	Sunday/ Holiday (1½ X)
Driver: Dump Truck	\$17.00	\$2.05	\$0.085	\$0.33	-	-	8.0	\$19.465	\$27.965	\$27.965

^a The contribution applies to all work up to \$355.00 per month.

^b \$0.65 after 2 years of service

\$0.98 after 5 years of service

\$1.31 after 9 years of service

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

*There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-DT-830-261-6-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within Kern, Monterey, San Luis Obispo, Santa Barbara, and Ventura Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily (1½ X)	Sunday/ Holiday (1½ X)
Driver: Dump Truck	\$16.76	\$3.04 ^a	\$2.75	\$0.90 ^b	\$0.64	-	8.0	\$24.09	\$32.47 ^c	\$32.47

^a The contribution applies to all hours until \$526.19 is paid for the month.

^b \$1.22 after 2 years of service,
\$1.55 after 10 years of service.

^c Rate applies to work in excess of eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: DRIVER (ON/OFF-HAULING TO/FROM CONSTRUCTION SITE)

Determination: C-DT-830-261-9-2016-1

Issue Date: August 22, 2016

Expiration date of determination: September 30, 2016* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Division of Labor Statistics and Research at (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Localities: All localities within San Benito and Santa Cruz Counties.

Classification	Basic Hourly Rate	Employer Payments					Straight-Time Hours	Total Hourly Rate	Overtime Hourly Rate	
		Health And Welfare	Pension	Vacation And Holiday	Training	Other			Daily ^b (1½ X)	Sunday/ Holiday (1½ X)
Driver: Dump Truck	\$16.25	\$9.64	\$5.20	\$0.56 ^a	\$0.70	\$0.48	8.0	\$32.83	\$40.955	\$40.955

^a \$0.875 after 1 year of service

\$1.19 after 7 years of service

\$1.50 after 19 years of service

^b Overtime rate applies to all work exceeding eight (8) hours daily and forty (40) hours weekly.

* There is no predetermined increase applicable to this determination.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence requirements for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PWD>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

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Attachment 2: DIR Prevailing Wage Determinations, Northern California Rates

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # ASBESTOS WORKER, HEAT AND FROST INSULATOR

DETERMINATION: NC-3-16-1-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: July 31, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Classification (Journey person)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate	
		Health and Welfare	Pension	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	1-1/2X	2X
ZONE 1										
Mechanic	\$74.16 ^a	\$14.50	\$7.72 ^b	^c	\$1.35	\$0.34 ^d	8	\$98.07	\$135.15 ^e	\$172.23 ^f
ZONE 2										
Mechanic	\$56.71 ^a	\$14.50	\$7.72 ^b	^c	\$1.35	\$0.34 ^d	8	\$80.62	\$108.98 ^e	\$137.33 ^f

ZONE 1 – Alameda, Contra Costa, Marin, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma.

ZONE 2 – Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Nevada, Placer, Plumas, Sacramento, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba.

DETERMINATION: NC-3-16-3-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: December 31, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

LOCALITY: Mono and all Northern California Counties

Hazardous Material Handler Mechanic	37.03 ^g	8.06	2.25	^c	0.30	0.08 ^h	8 ^m	47.72	66.24 ⁱ	84.75 ^j
Hazardous Material Handler Worker ^k	27.31 ^g	8.06	1.50	-	0.30	0.06 ^l	8 ^m	37.23	50.89 ⁱ	64.54 ^j

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Includes an amount withheld for dues check off and for vacation.

^b Pursuant to Labor Code sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^c Included in the straight-time hourly rate.

^d Includes \$0.30 per hour worked for Industry Promotion, \$0.01 per hour worked for Occupational Health and Research, \$0.02 per hour worked for Vacation/Holiday Administration and \$0.01 per hour worked for Preservation Trust.

^e 1 ½ times the basic straight-time hourly rate for the first 2 hours of overtime, Monday through Friday and for the first 10 hours on Saturdays. All other overtime is paid at the double time rate.

^f \$246.39 (ZONE 1) and \$194.04 (ZONE 2) per hour for work on Labor Day.

^g Includes amount withheld for dues check off.

^h Includes amount for Vacation/Holiday Administration and Industry Promotion.

ⁱ Rate applies to the first 4 overtime hours in any workday or 40 hours in a workweek, and for the first 8 hours worked on the 7th consecutive day of work in a workweek.

^j Rate applies to work on any recognized holiday, all hours worked in excess of 12 hours in any workday, and for all hours worked in excess of 8 hours on the 7th consecutive day of work in a workweek.

^k A maximum of fourteen (14) Hazardous Material Handler Workers is allowed for each Hazardous Material Handler Mechanic.

^l Includes amount for Industry Promotion.

^m The 6th consecutive day in the same work week may be worked at straight-time if job is shut down during the normal work week due to inclement weather, major mechanical breakdown or lack of materials beyond the control of the employer.

NOTE: Asbestos Removal Workers must be trained and the work conducted according to the Code of Federal Regulations 29 CFR 1926.58, the California Labor Code 6501.5 and the California Code of Regulations, Title 8, Section 5208. Contractors must be certified by the Contractors' State License Board and registered with the Division of Occupational Safety and Health (DOSH). For further information, contact the Asbestos Contractors Abatement Registration Unit, DOSH at (510) 286-7362.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #CARPENTER AND RELATED TRADES

DETERMINATION: NC-23-31-1-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments					Straight – Time		Daily	Overtime Hourly Rate ^c				Sunday and Holiday ^j
		Health and Welfare	Pension	Vacation/ Holiday ^d	Training	Other Payments ^e	Hours	Total Hourly Rate		1 1/2X ^f	2X	1 1/2X ^g	2X	
^b Area 1														
Carpenter	\$52.65	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	8	\$83.76	\$110.085	\$136.41		\$110.085	\$136.41	\$136.41
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	\$52.80	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	8	\$83.91	\$110.31	\$136.71		\$110.31	\$136.71	\$136.71
^b Area 2														
Carpenter	\$46.77	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	8	\$77.88	\$101.265	\$124.65		\$101.265	\$124.65	\$124.65
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	\$46.92	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	8	\$78.03	\$101.49	\$124.95		\$101.49	\$124.95	\$124.95
^b Area 3^j														
Carpenter	\$46.77	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	8	\$77.88	\$101.265	\$124.65		\$101.265	\$124.65	\$124.65
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	\$46.92	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	8	\$78.03	\$101.49	\$124.95		\$101.49	\$124.95	\$124.95
^b Area 4^j														
Carpenter	\$45.42	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	8	\$76.53	\$99.24	\$121.95		\$99.24	\$121.95	\$121.95
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	\$45.57	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	8	\$76.68	\$99.465	\$122.25		\$99.465	\$122.25	\$122.25

DETERMINATION: NC-23-31-1-2020-1A

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments					Straight – Time		Daily	Overtime Hourly Rate ^c				Sunday and Holiday ^j
		Health and Welfare	Pension	Vacation/ Holiday ^d	Training	Other Payments ^e	Hours	Total Hourly Rate		1 1/2X ^f	2X	1 1/2X ^g	2X	
Bridge Builder/Highway Carpenter	\$52.65	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	8.0	\$83.76	\$110.085	\$136.41		\$110.085	\$136.41	\$136.41
Bridge Builder/Highway Carpenter (Special Single Shift)	\$59.23	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	8.0	\$90.34	\$119.955	\$149.57		\$119.955	\$149.57	\$149.57

Footnote and Millwright listed on page 34A

(Recognized Holidays and Subsistence Payment footnotes also listed on page 34A)

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DETERMINATION: NC-23-31-1-2020-1B

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments					Straight – Time		Daily 1 1/2X ^f	2X	Overtime Hourly Rate ^c		Sunday and Holiday ^j
		Health and Welfare	Pension	Vacation/ Holiday ^d	Training	Other Payments ^b	Hours	Total Hourly Rate			Saturday ^e	2X	
^b Area 1 Millwright	\$52.75	\$11.70	\$10.65	\$5.18	\$1.03	\$4.15	8	\$85.46	\$111.835	\$138.21	\$111.835	\$138.21	\$138.21
^b Area 2 Millwright	\$49.27	\$11.70	\$10.65	\$5.18	\$1.03	\$4.15	8	\$81.98	\$106.615	\$131.25	\$106.615	\$131.25	\$131.25
^b Area 3^j Millwright	\$49.27	\$11.70	\$10.65	\$5.18	\$1.03	\$4.15	8	\$81.98	\$106.615	\$131.25	\$106.615	\$131.25	\$131.25
^b Area 4^j Millwright	\$47.92	\$11.70	\$10.65	\$5.18	\$1.03	\$4.15	8	\$80.63	\$104.59	\$128.55	\$104.59	\$128.55	\$128.55

DETERMINATION: NC-23-31-1-2020-1, NC-23-31-1-2020-1A and NC-23-31-1-2020-1B

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a In the event that work cannot be performed Monday through Friday because of inclement weather or major mechanical breakdown, employees may voluntarily make up such day on Saturday and shall be paid at the applicable straight time rates.

^b **AREA 1** - Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.

AREA 2 - Monterey, San Benito, and Santa Cruz Counties.

AREA 3 - El Dorado, Placer, Sacramento, San Joaquin and Yolo Counties.

AREA 4 - Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba Counties.

^c The overtime rates for shift work are based on the non-shift overtime rates.

^d Includes an amount per hour worked for Work Fees. The Vacation amount is \$2.95 per hour worked for Carpenter; \$2.85 per hour worked for Millwright.

^e Includes Annuity Trust Fund, Industry Promotion, Carpenters International Training Fund, Work Preservation, Carpenter Employers Contract Administration, and Vacation/Holiday/Sick Leave Admin.

^f For building construction, rate applies to the first 4 hours daily overtime. For all heavy, highway and engineering construction overtime worked, Monday through Friday, rate applies to the first 4 hours daily overtime.

^g Rate applies to the first 8 hours for building construction and for the first 10 hours worked on heavy, highway and engineering construction.

^h Millwright Annuity Trust Fund, Industry Promotion, Work Preservation, Carpenters International Training Fund, and Vacation/Holiday/Sick Leave Admin.

ⁱ Time and one-half shall be paid for the first eight (8) hours worked on the four (4) days of each year selected by the Union as designated off/holidays listed in the Holiday Provision.

^j Area 3 includes the portion of Placer County west of and including Highway 49 and the portion of El Dorado County west of and including Highway 49 and the territory inside the city limits of Placerville. Area 4 includes the portions of Placer and El Dorado Counties not covered in Area 3.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #CARPENTER AND RELATED TRADES (SECOND SHIFT)*

DETERMINATION: NC-23-31-1-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journeyperson)					Basic Hourly Rate	Employer Payments					Straight – Time		Daily	Overtime Hourly Rate ^a		
						Health and Welfare	Pension	Vacation/ Holiday ^c	Training	Other Payments ^f	Hours ^g	Total Hourly Rate		1 1/2X ^h	2X	1 1/2X ⁱ
° Area 1																
Carpenter	Hardwood Floorlayer, Power Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	Saw Steel	\$56.16	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7.5	\$87.27	\$110.09	\$136.41	\$110.09	\$136.41	\$136.41	
			\$56.32	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7.5	\$87.43	\$110.31	\$136.71	\$110.31	\$136.71	\$136.71	
° Area 2																
Carpenter	Hardwood Floorlayer, Power Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	Saw Steel	\$49.89	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7.5	\$81.00	\$101.27	\$124.65	\$101.27	\$124.65	\$124.65	
			\$50.05	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7.5	\$81.16	\$101.49	\$124.95	\$101.49	\$124.95	\$124.95	
° Area 3 ¹																
Carpenter	Hardwood Floorlayer, Power Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	Saw Steel	\$49.89	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7.5	\$81.00	\$101.27	\$124.65	\$101.27	\$124.65	\$124.65	
			\$50.05	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7.5	\$81.16	\$101.49	\$124.95	\$101.49	\$124.95	\$124.95	
° Area 4 ¹																
Carpenter	Hardwood Floorlayer, Power Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	Saw Steel	\$48.45	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7.5	\$79.56	\$99.24	\$121.95	\$99.24	\$121.95	\$121.95	
			\$48.61	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7.5	\$79.72	\$99.47	\$122.25	\$99.47	\$122.25	\$122.25	

DETERMINATION: NC-23-31-1-2020-1A

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments					Straight – Time		Daily	Overtime Hourly Rate ^a				
		Health and Welfare	Pension	Vacation/ Holiday ^c	Training	Other Payments ^f	Hours ^g	Total Hourly Rate		1 1/2X ^h	2X	1 1/2X ⁱ	2X	Sunday and Holiday ^k
Bridge Builder/Highway Carpenter	\$56.16	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7.5	\$87.27	\$110.09	\$136.41	\$110.09	\$136.41	\$136.41	

Continued on page 34C

(Recognized Holidays and Subsistence Payment footnotes also listed on page 34C)

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DETERMINATION: NC-23-31-1-2020-1B

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments					Straight – Time		Daily 1 1/2X ^h	Overtime Hourly Rate ^a			
		Health and Welfare	Pension	Vacation/ Holiday ^c	Training	Other Payments ⁱ	Hours ^g	Total Hourly Rate		Saturday ^b		Sunday and Holiday ^d	
										2X	1 1/2X ⁱ		2X
^c Area 1													
Millwright	\$56.27	\$11.70	\$10.65	\$5.18	\$1.03	\$4.15	7.5	\$88.98	\$111.84	\$138.21	\$111.84	\$138.21	\$138.21
^c Area 2													
Millwright	\$52.55	\$11.70	\$10.65	\$5.18	\$1.03	\$4.15	7.5	\$85.26	\$106.62	\$131.25	\$106.62	\$131.25	\$131.25
^c Area 3^d													
Millwright	\$52.55	\$11.70	\$10.65	\$5.18	\$1.03	\$4.15	7.5	\$85.26	\$106.62	\$131.25	\$106.62	\$131.25	\$131.25
^c Area 4^d													
Millwright	\$51.11	\$11.70	\$10.65	\$5.18	\$1.03	\$4.15	7.5	\$83.82	\$104.59	\$128.55	\$104.59	\$128.55	\$128.55

DETERMINATION: NC-23-31-1-2020-1, NC-23-31-1-2020-1A and NC-23-31-1-2020-1B (FOR SECOND AND THIRD SHIFTS)

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

* Does not apply to tenant improvement or renovation projects in occupied buildings with a total contract value of \$5 million or less.

^a The overtime rates for shift work are based on the non-shift overtime rates on page 34.

^b In the event that work cannot be performed Monday through Friday because of inclement weather or major mechanical breakdown, employees may voluntarily make up such day on Saturday and shall be paid at the applicable straight time rates.

^c **AREA 1** - Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.

AREA 2 - Monterey, San Benito, and Santa Cruz Counties.

AREA 3 - El Dorado, Placer, Sacramento, San Joaquin and Yolo Counties.

AREA 4 - Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba Counties.

^d Area 3 includes the portion of Placer County west of and including Highway 49 and the portion of El Dorado County west of and including Highway 49 and the territory inside the city limits of Placerville. Area 4 includes the portions of Placer and El Dorado Counties not covered in Area 3.

^e Includes an amount per hour worked for Work Fees. The Vacation amount is \$2.95 per hour worked for Carpenter; \$2.85 per hour worked for Millwright.

^f Annuity Trust Fund, Industry Promotion, Carpenters International Training Fund, Carpenter Employers Contract Administration, and Vacation/Holiday/Sick Leave Admin.

^g Daily overtime applies after 7 ½ hours worked at the straight-time rate for second shift and after 7 hours worked at the straight-time rate for third shift.

^h For building construction, rate applies to the first 2 hours prior to the start of the regular or approved day, or the first 4 hours after the end of the approved or regular work day, not to exceed a total of 4 hours in any 1 work day. For heavy, highway and engineering construction rate applies to the first 4 hours prior to the start of the regular or approved day, or the first 4 hours after the end of the approved or regular work day, not to exceed a total of 4 hours in any 1 work day

ⁱ Rate applies to the first 8 hours for building construction and for the first 10 hours worked on heavy, highway and engineering construction.

^j Millwright Annuity Trust Fund, Industry Promotion, Carpenters International Training Fund, Work Preservation, and Vacation/Holiday/Sick Leave Admin.

^k Time and one-half shall be paid for the first eight (8) hours worked on the four (4) days of each year selected by the Union as designated off/holidays listed in the Holiday Provision.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #CARPENTER AND RELATED TRADES (THIRD SHIFT)*

DETERMINATION: NC-23-31-1-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journeyperson)				Basic Hourly Rate	Employer Payments			Straight – Time		Overtime Hourly Rate ^a						
					Health and Welfare	Pension	Vacation/ Holiday ^c	Training	Other Payments ^f	Hours ^g	Total Hourly Rate	Daily 1 1/2X ^h	2X	Saturday ^b 1 1/2X ⁱ	2X	Sunday and Holiday ^k
^c Area 1																
Carpenter				\$60.17	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7	\$91.28	\$110.09	\$136.41	\$110.09	\$136.41	\$136.41
Hardwood Floorlayer, Power Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	Saw Steel			\$60.34	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7	\$91.45	\$110.31	\$136.71	\$110.31	\$136.71	\$136.71
^c Area 2																
Carpenter				\$53.45	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7	\$84.56	\$101.27	\$124.65	\$101.27	\$124.65	\$124.65
Hardwood Floorlayer, Power Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	Saw Steel			\$53.62	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7	\$84.73	\$101.49	\$124.95	\$101.49	\$124.95	\$124.95
^c Area 3 ^l																
Carpenter				\$53.45	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7	\$84.56	\$101.27	\$124.65	\$101.27	\$124.65	\$124.65
Hardwood Floorlayer, Power Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	Saw Steel			\$53.62	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7	\$84.73	\$101.49	\$124.95	\$101.49	\$124.95	\$124.95
^c Area 4 ^l																
Carpenter				\$51.91	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7	\$83.02	\$99.24	\$121.95	\$99.24	\$121.95	\$121.95
Hardwood Floorlayer, Power Operator, Saw Filer, Shingler, Scaffold and Steel Shoring Erector	Saw Steel			\$52.08	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7	\$83.19	\$99.47	\$122.25	\$99.47	\$122.25	\$122.25

Footnotes listed on page 34C

(Recognized Holidays and Subsistence Payment footnotes also listed on page 34C)

DETERMINATION: NC-23-31-1-2020-1A

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Employer Payments					Straight – Time		Daily 1 1/2X ^h	Overtime Hourly Rate ^a			
		Health and Welfare	Pension	Vacation/ Holiday ^c	Training	Other Payments ^f	Hours ^g	Total Hourly Rate		2X	Saturday ^b 1 1/2X ⁱ	2X	Sunday and Holiday ^k
Bridge Builder/Highway Carpenter	\$60.17	\$11.70	\$10.65	\$5.09	\$1.03	\$2.64	7	\$91.28	\$110.09	\$136.41	\$110.09	\$136.41	\$136.41

DETERMINATION: NC-23-31-1-2020-1B

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Employer Payments			Straight – Time		Daily 1 1/2X ^h	Overtime Hourly Rate ^a			
				Vacation/ Holiday ^c	Training	Other Payments ^j	Hours ^g	Total Hourly Rate		2X	Saturday ^b 1 1/2X ⁱ	2X	Sunday and Holiday ^k
^c Area 1 Millwright	\$60.29	\$11.70	\$10.65	\$5.18	\$1.03	\$4.15	7	\$93.00	\$111.84	\$138.21	\$111.84	\$138.21	\$138.21
^c Area 2 Millwright	\$56.31	\$11.70	\$10.65	\$5.18	\$1.03	\$4.15	7	\$89.02	\$106.62	\$131.25	\$106.62	\$131.25	\$131.25
^c Area 3 ^d Millwright	\$56.31	\$11.70	\$10.65	\$5.18	\$1.03	\$4.15	7	\$89.02	\$106.62	\$131.25	\$106.62	\$131.25	\$131.25
^c Area 4 ^d Millwright	\$54.77	\$11.70	\$10.65	\$5.18	\$1.03	\$4.15	7	\$87.48	\$104.59	\$128.55	\$104.59	\$128.55	\$128.55

Footnotes listed on page 34C

(Recognized Holidays and Subsistence Payment footnotes also listed on page 34C)

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #MODULAR FURNITURE INSTALLER (CARPENTER)

DETERMINATION: NC-23-31-15-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension ^b	Vacation/ Holiday ^c	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^d 1 1/2X	Sunday/ Holiday 2X
* AREA 1											
Master Installer	\$36.43	\$10.55	\$7.80	\$4.33	\$0.25	\$0.42	8	\$59.78	\$77.995	\$77.995	\$96.21
Lead Installer	32.21	10.55	7.80	4.33	0.25	0.42	8	55.56	71.665	71.665	87.77
Installer	28.76	10.55	7.30	4.33	0.25	0.42	8	51.61	65.990	65.990	80.37
* AREA 2											
Master Installer	32.71	10.55	7.80	4.33	0.25	0.42	8	56.06	72.415	72.415	88.77
Lead Installer	29.08	10.55	7.80	4.33	0.25	0.42	8	52.43	66.970	66.970	81.51
Installer	26.11	10.55	7.30	4.33	0.25	0.42	8	48.96	62.015	62.015	75.07
* AREA 3											
Master Installer	31.38	10.55	7.80	4.33	0.25	0.42	8	54.73	70.420	70.420	86.11
Lead Installer	27.96	10.55	7.80	4.33	0.25	0.42	8	51.31	65.290	65.290	79.27
Installer	25.16	10.55	7.30	4.33	0.25	0.42	8	48.01	60.590	60.590	73.17

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

* **AREA 1:** Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.

AREA 2: Monterey, San Benito, and Santa Cruz Counties.

AREA 3: Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placer, Plumas, Sacramento, San Joaquin, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

^b Includes an amount for Annuity Trust Fund.

^c Includes an amount for Work Fee.

^d Rate applies for the first 10 hours only. All hours worked in excess of ten hours on Saturdays shall be paid at double time (2X).

RATIO: The ratio of employees shall be based on the increments of eight (8) employees. It is understood that the employee ratio shall apply on a company-wide basis. For every eight (8) employees, the employer shall employ one (1) Master Installer, two (2) Lead Installers, and five (5) Installers. For crew size of over eight (8) employees, please contact the Office of the Director – Research Unit at (415) 703-4774.

All drapery installation shall be performed by employees at the Installer level or above.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #DRYWALL INSTALLER/LATHER (CARPENTER)

DETERMINATION: NC-31-X-16-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021**. The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba counties.

CLASSIFICATION (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday ^g	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday 1 1/2X	Sunday and Holiday
^a Area 1											
Drywall Installer/ Lather	\$52.65	\$11.70	^f \$13.40	\$5.09	\$0.97	\$1.11	8	\$84.92	^h \$111.245	^h \$111.245	\$137.57
Stocker, Scrapper ^c	26.33	11.70	^f \$5.91	5.04	-	0.10	8	49.08	^h \$62.245	^h \$62.245	75.41
Stocker, Scrapper	26.33	11.70	1.48	5.04	-	0.10	8	44.65	^h \$57.815	^h \$57.815	70.98
^b Area 2											
Drywall Installer/ Lather	46.77	11.70	^f \$13.40	5.09	0.97	1.11	8	79.04	^h \$102.425	^h \$102.425	125.81
Stocker, Scrapper ^c	23.39	11.70	^f \$5.91	5.04	-	0.10	8	46.14	^h \$57.835	^h \$57.835	69.53
Stocker, Scrapper	23.39	11.70	1.48	5.04	-	0.10	8	41.71	^h \$53.405	^h \$53.405	65.10
^c Area 3											
Drywall Installer/ Lather	47.27	11.70	^f \$13.40	5.09	0.97	1.11	8	79.54	^h \$103.175	^h \$103.175	126.81
Stocker, Scrapper ^c	23.64	11.70	^f \$5.91	5.04	-	0.10	8	46.39	^h \$58.21	^h \$58.21	70.03
Stocker, Scrapper	23.64	11.70	1.48	5.04	-	0.10	8	41.96	^h \$53.78	^h \$53.78	65.60
^d Area 4											
Drywall Installer/ Lather	45.92	11.70	^f \$13.40	5.09	0.97	1.11	8	78.19	^h \$101.150	^h \$101.150	124.11
Stocker, Scrapper ^c	22.97	11.70	^f \$5.91	5.04	-	0.10	8	45.72	^h \$57.205	^h \$57.205	68.69
Stocker, Scrapper	22.97	11.70	1.48	5.04	-	0.10	8	41.29	^h \$52.775	^h \$52.775	64.26

#Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a **Area 1** - Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano and Sonoma counties.

^b **Area 2** - Monterey, San Benito, and Santa Cruz Counties.

^c **Area 3** - El Doradoⁱ, Placerⁱ, Sacramento, San Joaquin, and Yolo Counties.

^d **Area 4** - Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Doradoⁱ, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placerⁱ, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba Counties.

^e Employed by the same contractor for 2000 hours (consecutively or cumulatively).

^f Includes an amount for Annuity Trust Fund.

^g Includes an amount for Work Fees.

^h Rate applies to the first 4 overtime hours Monday through Friday and the first 8 hours on Saturday. All other time is paid at the Sunday and Holiday overtime rate.

Saturdays may be worked at straight time if job is shut down during Monday through Friday due to inclement weather or major mechanical breakdown.

ⁱ Area 3 includes the portion of Placer County west of and including Highway 49 and the portion of El Dorado County west of and including Highway 49 and the territory inside the city limits of Placerville. Area 4 includes the portions of Placer and El Dorado Counties not covered in Area 3.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # PILE DRIVER (CARPENTER)

DETERMINATION: NC-23-31-11-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday 1 1/2X	Sunday and Holiday
Pile Driver, Wharf, and Dock Builder	\$51.90 ^g	11.70	^b 14.85	^c 6.29	1.08	^a 0.35	8	86.17	^d 112.120	^d 112.120	138.070
Diver (wet) up to 50 ft depth ^{e, f}	101.42	11.70	^b 14.85	^c 6.29	1.08	^a 0.35	8	135.69	^d 186.400	^d 186.400	237.110
Diver's Tender ^e	56.88	11.70	^b 14.85	^c 6.29	1.08	^a 0.35	8	91.15	^d 119.590	^d 119.590	148.030
Assistant Tender	51.90	11.70	^b 14.85	^c 6.29	1.08	^a 0.35	8	86.17	^d 112.120	^d 112.120	138.070
Diver (stand-by)	57.88	11.70	^b 14.85	^c 6.29	1.08	^a 0.35	8	92.15	^d 121.090	^d 121.090	150.030

FOR "PILE DRIVER-BRIDGE BUILDER" - SEE NORTHERN CALIFORNIA CARPENTER PAGE 34.

PLEASE NOTE: To obtain wage rate information for Saturation Diver, Manned Submersible, Manifold Operator/Life Support Technician, Remote Controlled/Operated Vehicle (RCV/ROV) Pilot/Technician, Navigator Surveyor, Bell Winch Operator & Diving Equipment Technician, please contact the Office of the Director - Research Unit at (415) 703-4774.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at

<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Includes Industry Promotion, Carpenters International Training Fund, Pile Drivers Employers Contract Administration, LMCC and Vacation/Holiday/Sick Leave Admin (VHSLA).

^b Includes an amount per hour for Annuity Trust Fund. Pursuant to Labor Code Sections 1773.1 and 1773.8, the amount paid for this employer payment may vary resulting in a lower taxable basic hourly wage rate, but the total hourly rates for straight time and overtime may not be less than the general prevailing rate of per diem wages.

^c Includes an amount per hour for work fees.

^d Rate applies to the first 2 daily overtime hours and the first 8 hours worked on Saturdays. All other time is paid at the Sunday/Holiday overtime rate. For work associated with cast-in-place piles, drill shaft, Tubex piles, Tubex grout injection piles, geo piles, soil improvement piles, sand piles, augured cast in place piles, CISS and CIDH: Rate applies to all hours worked after 8 hours Monday-Friday and all hours worked on Saturday.

^e Shall receive a minimum of 8 hours pay for any day or part thereof worked.

^f For specific rates over 50 ft depth, contact the Office of the Director – Research Unit.

^g On bridges, powerhouses and dams, men working from bosun's chairs or swinging scaffolds or suspended from rope, cable, safety belts, or any device used as a substitute for or in lieu thereof (excluding piledriving rigs) shall receive \$0.15 per hour above this rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <https://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <https://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #ELEVATOR CONSTRUCTOR

DETERMINATION: NC-62-X-1-2020-1

ISSUE DATE: February 22, 2020

EXPIRATION DATE OF DETERMINATION: December 31, 2020** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Inyo, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.
Portions^a of Kern, San Bernardino and San Luis Obispo are detailed below.

Classification (Journey person)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension ^e	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X ^d	Saturday 1 1/2X ^d	Sunday and Holiday
Mechanic	\$69.78	15.725	18.41	4.19	0.63	0.48	8	109.215	144.105	144.105	178.995 ^b
Mechanic (Employed in industry more than 5 years)	69.78	15.725	18.41	5.58	0.63	0.48	8	110.605	145.495	145.495	180.385 ^b
Helper ^c	48.85	15.725	18.41	2.93	0.63	0.48	8	87.025	111.450	111.450	135.875 ^b
Helper (Employed in industry more than 5 years)	48.85	15.725	18.41	3.91	0.63	0.48	8	88.005	112.430	112.430	136.855 ^b

#Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @
<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Applies to that portion of these counties north of the Tehachapi Line. For more information contact the Office of the Director - Research Unit.

^b For paid holidays recognized in the collective bargaining agreement employees are paid for 8 hours at straight time in addition to the Holiday rate for all hours worked.

^c Ratio: The total number of Helpers employed shall not exceed the number of Mechanics on any one job. For more information on the use of Helpers contact the Office of the Director - Research Unit.

^d For Contract Service work only. All other overtime is paid at the Sunday/Holiday rate.

^e Includes an amount for Annuity Trust Fund.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # OPERATING ENGINEER (HEAVY AND HIGHWAY WORK)

DETERMINATION: NC-23-63-1-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments						Hours ^f	Straight-Time		Overtime Hourly Rate			
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^e	Training	Other Payments		Total Hourly Rate		Daily/ Saturday ^d 1 1/2X	Sunday and Holiday 2X		
Classification Group ^a	Area 1 ^b	Area 2 ^c						Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c
Group 1	\$51.42	\$53.42	\$13.88	\$10.78	\$4.77	\$1.07	8	\$83.05	\$85.05	\$108.76	\$111.76	\$134.47	\$138.47
Group 2	\$49.89	\$51.89	\$13.88	\$10.78	\$4.77	\$1.07	8	\$81.52	\$83.52	\$106.47	\$109.47	\$131.41	\$135.41
Group 3	\$48.41	\$50.41	\$13.88	\$10.78	\$4.77	\$1.07	8	\$80.04	\$82.04	\$104.25	\$107.25	\$128.45	\$132.45
Group 4	\$47.03	\$49.03	\$13.88	\$10.78	\$4.77	\$1.07	8	\$78.66	\$80.66	\$102.18	\$105.18	\$125.69	\$129.69
Group 5	\$45.76	\$47.76	\$13.88	\$10.78	\$4.77	\$1.07	8	\$77.39	\$79.39	\$100.27	\$103.27	\$123.15	\$127.15
Group 6	\$44.44	\$46.44	\$13.88	\$10.78	\$4.77	\$1.07	8	\$76.07	\$78.07	\$98.29	\$101.29	\$120.51	\$124.51
Group 7	\$43.30	\$45.30	\$13.88	\$10.78	\$4.77	\$1.07	8	\$74.93	\$76.93	\$96.58	\$99.58	\$118.23	\$122.23
Group 8	\$42.16	\$44.16	\$13.88	\$10.78	\$4.77	\$1.07	8	\$73.79	\$75.79	\$94.87	\$97.87	\$115.95	\$119.95
Group 8-A	\$39.95	\$41.95	\$13.88	\$10.78	\$4.77	\$1.07	8	\$71.58	\$73.58	\$91.56	\$94.56	\$111.53	\$115.53
ALL CRANES AND ATTACHMENTS:													
Group 1	\$53.05	\$55.05	\$13.88	\$10.78	\$4.77	\$1.07	8	\$84.68	\$86.68	\$111.21	\$114.21	\$137.73	\$141.73
Truck Crane Assistant to Engineer	\$46.08	\$48.08	\$13.88	\$10.78	\$4.77	\$1.07	8	\$77.71	\$79.71	\$100.75	\$103.75	\$123.79	\$127.79
Assistant to Engineer	\$43.79	\$45.79	\$13.88	\$10.78	\$4.77	\$1.07	8	\$75.42	\$77.42	\$97.32	\$100.32	\$119.21	\$123.21
Group 1-A	\$52.30	\$54.30	\$13.88	\$10.78	\$4.77	\$1.07	8	\$83.93	\$85.93	\$110.08	\$113.08	\$136.23	\$140.23
Truck Crane Assistant to Engineer	\$45.33	\$47.33	\$13.88	\$10.78	\$4.77	\$1.07	8	\$76.96	\$78.96	\$99.63	\$102.63	\$122.29	\$126.29
Assistant to Engineer	\$43.04	\$45.04	\$13.88	\$10.78	\$4.77	\$1.07	8	\$74.67	\$76.67	\$96.19	\$99.19	\$117.71	\$121.71
Group 2-A	\$50.54	\$52.54	\$13.88	\$10.78	\$4.77	\$1.07	8	\$82.17	\$84.17	\$107.44	\$110.44	\$132.71	\$136.71
Truck Crane Assistant to Engineer	\$45.07	\$47.07	\$13.88	\$10.78	\$4.77	\$1.07	8	\$76.70	\$78.70	\$99.24	\$102.24	\$121.77	\$125.77
Assistant to Engineer	\$42.83	\$44.83	\$13.88	\$10.78	\$4.77	\$1.07	8	\$74.46	\$76.46	\$95.88	\$98.88	\$117.29	\$121.29
Group 3-A	\$48.80	\$50.80	\$13.88	\$10.78	\$4.77	\$1.07	8	\$80.43	\$82.43	\$104.83	\$107.83	\$129.23	\$133.23
Truck Crane Assistant to Engineer	\$44.83	\$46.83	\$13.88	\$10.78	\$4.77	\$1.07	8	\$76.46	\$78.46	\$98.88	\$101.88	\$121.29	\$125.29
Hydraulic	\$44.44	\$46.44	\$13.88	\$10.78	\$4.77	\$1.07	8	\$76.07	\$78.07	\$98.29	\$101.29	\$120.51	\$124.51
Assistant to Engineer	\$42.55	\$44.55	\$13.88	\$10.78	\$4.77	\$1.07	8	\$74.18	\$76.18	\$95.46	\$98.46	\$116.73	\$120.73
Group 4-A	\$45.76	\$47.76	\$13.88	\$10.78	\$4.77	\$1.07	8	\$77.39	\$79.39	\$100.27	\$103.27	\$123.15	\$127.15

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a For classifications within each group, see pages 39B-40.

^b **AREA 1** - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties.

^c **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties. (Portions of counties falling in each area detailed on page 41).

^d Saturday in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather.

^e Includes an amount for supplemental dues.

^f When three shifts are employed for five (5) or more consecutive days, seven and one-half (7 1/2) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

NOTE: For Special Single and Second Shift rates, please see page 39A.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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CLASSIFICATIONS

GROUP 1

Drill Equipment, over 200,000 lbs
Operator of Helicopter (when used in erection work)
Hydraulic Excavator 7 cu yds and over
Power Shovels, over 7 cu yds

GROUP 2

Highline Cableway
Hydraulic Excavator 3 1/2 cu yds up to 7 cu yds
Licensed Construction Work Boat Operator, On Site
Microtunneling Machine
Power Blade Operator (finish)
Power Shovels, (over 1 cu yd and up to and including 7 cu yds m.r.c.)

GROUP 3

Asphalt Milling Machine
Cable Backhoe
Combination Backhoe and Loader over ¾ cu yds
Continuous Flight Tie Back Machine
Crane Mounted Continuous Flight Tie Back Machine, tonnage to apply
Crane Mounted Drill Attachments, Tonnage to apply
Dozer, Slope Board
Drill Equipment, over 100,000 lbs up to and including 200,000 lbs
Gradall
Hydraulic Excavator up to 3 1/2 cu yds
Loader 4 cu yds and over
Long Reach Excavator
Multiple Engine Scrapers (when used as push pull)
Power Shovels, up to and including 1 cu yd
Pre-Stress Wire Wrapping machine
Side Boom Cat, 572 or larger
Track Loader 4 cu yds and over
Wheel Excavator (up to and including 750 cu yds per hour)

GROUP 4

Asphalt Plant Engineer/Boxman
Chicago Boom
Combination Backhoe and Loader up to and including ¾ cu yds
Concrete Batch Plants (wet or dry)
Dozer and/or Push Cat
Drill Equipment, over 50,000 lbs up to and including 100,000 lbs
Pull-Type Elevating Loader
Gradesetter, Grade Checker (GPS, mechanical or otherwise)
Grooving and Grinding Machine
Heading Shield Operator
Heavy Duty Drilling Equipment, Hughes, LDH, Watson 3000 or similar
Heavy Duty Repairman and/or Welder
Lime Spreader
Loader under 4 cu yds
Lubrication and Service Engineer (mobile and grease rack)
Mechanical Finishers or Spreader Machine (asphalt, Barber-Greene and similar)
Miller Formless M-9000 Slope Paver or similar
Portable Crushing and Screening plants
Power Blade Support
Roller Operator, Asphalt
Rubber-Tired Scraper, Self-Loading (paddle-wheels, etc)
Rubber-Tired Earthmoving Equipment (Scrapers)
Slip Form Paver (concrete)
Small Tractor with Drag
Soil Stabilizer (P&H or equal)
Spider Plow and Spider Puller
Timber Skidder
Track Loader up to 4 yards
Tractor Drawn Scraper
Tractor, Compressor Drill Combination
Tubex Pile Rig
Unlicensed Construction Work Boat Operator, On Site
Welder
Woods-Mixer (and other similar Pugmill equipment)

GROUP 5

Cast-In Place Pipe Laying Machine
Combination Slusher and Motor Operator
Concrete Conveyor or Concrete Pump, Truck or Equipment Mounted
Concrete Conveyor, Building Site
Concrete Pump or Pumpcrete Guns
Drilling Equipment, Watson 2000, Texoma 700 or similar
Drilling and Boring Machinery, Horizontal (not to apply to waterlines, wagon drills or jackhammers)
Concrete Mixers/all
Man and/or Material Hoist
Mechanical Finishers (concrete) (Clary, Johnson, Bidwell Bridge Deck or similar types)
Mechanical Burm, Curb and/or Curb and Gutter Machine, Concrete or Asphalt
Mine or Shaft Hoist
Portable Crushers
Power Jumbo Operator (setting slip-forms, etc., in tunnels)
Screedman (automatic or manual)
Self Propelled Compactor with Dozer
Tractor with boom, D6 or smaller
Trenching Machine, maximum digging capacity over 5 ft. depth
Vermeer T-600B Rock Cutter or similar

GROUP 6

Armor-Coater (or similar)
Ballast Jack Tamper
Boom-Type Backfilling Machine
Asst. Plant Engineer
Bridge and/or Gantry Crane
Chemical Grouting Machine, truck mounted
Chip Spreading Machine Operator
Concrete Barrier Moving Machine
Concrete Saws (self-propelled unit on streets, highways, airports, and canals)
Deck Engineer
Drill Doctor
Drill Equipment, over 25,000 lbs up to and including 50,000 lbs
Drilling Equipment Texoma 600, Hughes 200 series or similar up to and including 30 ft. m.r.c.
Helicopter Radioman
Hydro-Hammer or similar
Line Master
Skidsteer Loader, Bobcat larger than 743 series or similar (with attachments)
Locomotive
Rotating Extendable Forklift, Lull Hi-Lift or similar
Assistant to Engineer, Truck Mounted Equipment
Pavement Breaker, Truck Mounted, with compressor combination
Paving Fabric Installation and/or Laying Machine
Pipe Bending Machine (pipelines only)
Pipe Wrapping Machine (Tractor propelled and supported)
Screedman, (except asphaltic concrete paving)
Self-Loading Chipper
Self Propelled Pipeline Wrapping Machine
Tractor

GROUP 7

Ballast Regulator
Cary Lift or similar
Combination Slurry Mixer and/or Cleaner
Coolant/Slurry Tanker Operator (hooked to Grooving/Grinding Machine)
Drilling Equipment, 20 ft and under m.r.c.
Drill Equipment, over 1,000 lbs up to and including 25,000 lbs
Fireman Hot Plant

Grouting Machine Operator
Highline Cableway Signalman
Stationary Belt Loader (Kolman or similar)
Lift Slab Machine (Vagtborg and similar types)
Maginnes Internal Full Slab Vibrator
Material Hoist (1 Drum)
Mechanical Trench Shield
Partsman (heavy duty repair shop parts room)
Pavement Breaker with or without Compressor Combination
Pipe Cleaning Machine (tractor propelled and supported)
Post Driver
Roller (except Asphalt), Chip Seal
Self Propelled Automatically Applied Concrete Curing Machine (on streets, highways, airports and canals)
Self Propelled Compactor (without dozer)
Signalman
Slip-Form Pumps (lifting device for concrete forms)
Super Sucker Vacuum Truck
Tie Spacer
Trenching Machine (maximum digging capacity up to and including 5 ft depth)
Truck Type Loader

GROUP 8

Bit Sharpener
Boiler Tender
Box Operator
Brakeman
Combination Mixer and Compressor (shotcrete/gunite)
Compressor Operator
Deckhand
Fireman
Generators
Gunite/Shotcrete Equipment Operator
Heavy Duty Repairman Helper
Hydraulic Monitor
Ken Seal Machine (or similar)
Mast Type Forklift
Mixermobile
Assistant to Engineer
Pump Operator
Refrigerator Plant
Reservoir-Debris Tug (Self-Propelled Floating)
Ross Carrier (Construction site)
Rotomist Operator
Self Propelled Tape Machine
Shuttlecar
Self Propelled Power Sweeper Operator (Includes Vacuum Sweeper)
Slusher Operator
Surface Heater
Switchman
Tar Pot Fireman
Tugger Hoist, Single Drum
Vacuum Cooling Plant
Welding Machine (powered other than by electricity)

GROUP 8-A

Articulated Dump Truck Operator
Elevator Operator
Mini Excavator under 25 H.P. (Backhoe-Trencher)
Skidsteer Loader, Bobcat 743 series or
Smaller and similar (without attachments)

ALL CRANES AND ATTACHMENTS:

GROUP 1

Cranes over 350 tons
Derrick over 250 tons
Self Propelled Boom Type Lifting Device over 250 tons

GROUP 1-A

Clamshells and Draglines over 7 cu yds
Cranes over 100 tons
Derrick, over 100 tons
Derrick Barge Pedestal mounted over 100 tons
Self Propelled Boom Type Lifting Device Over 100 tons
Tower Cranes

GROUP 2-A

Clamshells and Draglines over 1 cu yds up to and
including 7 cu yds
Cranes over 45 tons up to and including 100 tons
Derrick Barge 100 tons and under
Mobile Self-Erecting Tower Crane (Potain) over 3 stories
Self Propelled Boom Type Lifting Device over 45 tons

GROUP 3-A

Clamshells and Draglines up to and including 1 cu yd
Cranes 45 tons and under
Mobile Self-Erecting Tower Crane (Potain), 3 stories
and under
Self Propelled Boom Type Lifting Device 45 tons
and under

GROUP 4-A

Boom Truck or dual-purpose A-Frame Truck,
Non-Rotating over 15 tons.
Truck Mounted Rotating Telescopic Boom
Type Lifting Device, Manitex or similar
(Boom Truck -over 15 tons)
Truck-Mounted Rotating Telescopic Boom Type
Lifting Device, Manitex or Similar (Boom Truck),
under 15 tons

DESCRIPTION FOR AREAS 1 AND 2:

Area 1 is all of Northern California within the following Township, State and/or county Boundaries:

Commencing in the Pacific Ocean on the extension of the Southerly line of Township 19S, of the Mount Diablo Base and Meridian,
Thence Easterly along the Southerly line of Township 19S, to the Northwest corner of Township 20S, Range 6E,
Thence Southerly to the Southwest corner of Township 20S, Range 6E,
Thence Easterly to the Northwest corner of Township 21S, Range 7E Thence Southerly to the Southwest corner of Township 21S, Range 7E
Thence Easterly to the Northwest corner of Township 22S, Range 9E,
Thence Southerly to the Southwest corner of Township 22S, Range 9E,
Thence Easterly to the Northwest corner of Township 23S, Range 10E,
Thence Southerly to the Southwest corner of Township 24S, Range 10E,
Thence Easterly to the Southwest corner of Township 24S, Range 31E,
Thence Northerly to the Northeast corner of Township 20S, Range 31E
Thence Westerly to the Southeast corner of Township 19S, Range 29E,
Thence Northerly to the Northeast corner of Township 17S, Range 29E,
Thence Westerly to the Southeast corner of Township 16S, Range 28E,
Thence Northerly to the Northeast corner of Township 13S, Range 28E,
Thence Westerly to the Southeast corner Township 12S, Range 27E,
Thence Northerly to the Northeast corner of Township 12S, Range 27E,
Thence Westerly to the Southeast corner of Township 11S, Range 26E,
Thence Northerly to the Northeast corner of Township 11S, Range 26E,
Thence Westerly to the Southeast corner of Township 10S, Range 25E,
Thence Northerly to the Northeast corner of Township 9S, Range 25E,
Thence Westerly to the Southeast corner of Township 8S, Range 24E,
Thence Northerly to the Northeast corner of Township 8S, Range 24E,
Thence Westerly to the Southeast corner of Township 7S, Range 23E,
Thence Northerly to the Northeast corner of Township 6S, Range 23E,
Thence Westerly to the Southeast corner of Township 5S, Range 20E,
Thence Northerly to the Northeast corner of Township 5S, Range 20E,
Thence Westerly to the Southeast corner of Township 4S, Range 19E,
Thence Northerly to the Northeast corner of Township 1S, Range 19E,
Thence Westerly to the Southeast corner of Township 1N, Range 18E,
Thence Northerly to the Northeast corner of Township 3N, Range 18E,
Thence Westerly to the Southeast corner of Township 4N, Range 17E,
Thence Northerly to the Northeast corner of Township 4N, Range 17E,
Thence Westerly to the Southeast corner of Township 5N, Range 15E,
Thence Northerly to the Northeast corner of Township 5N, Range 15E,
Thence Westerly to the Southeast corner of Township 6N, Range 14E,
Thence Northerly to the Northeast corner of Township 10N, Range 14E,
Thence Easterly along the Southern line of Township 11N, to the California / Nevada State Border,
Thence Northerly along the California / Nevada State Border to the Northerly line of Township 17N,
Thence Westerly to the Southeast corner of Township 18N, Range 10E,
Thence Northerly to the Northeast corner of Township 20N, Range 10E,
Thence Westerly to the Southeast corner of Township 21N, Range 9E,
Thence Northerly to the Northeast corner of Township 21N, Range 9E,
Thence Westerly to the Southeast corner of Township 22N, Range 8E,
Thence Northerly to the Northeast corner of Township 22N, Range 8E,
Thence Westerly to the Northwest corner of Township 22N, Range 8E,
Thence Northerly to the Southwest corner of Township 27N, Range 8E,
Thence Easterly to the Southeast corner of Township 27N, Range 8E,
Thence Northerly to the Northeast corner of Township 28N, Range 8E,
Thence Westerly to the Southeast corner of Township 29N, Range 6E,
Thence Northerly to the Northeast corner of Township 32N, Range 6E,
Thence Westerly to the Northwest corner of Township 32 N, Range 6E,
Thence Northerly to the Northeast corner of Township 35N, Range 5E,
Thence Westerly to the Southeast corner of Township 36N, Range 3E,
Thence Northerly to the Northeast corner of township 36N, Range 3E,
Thence Westerly to the Southeast corner of Township 37N, Range 1W,
Thence Northerly to the Northeast corner of Township 38N, Range 1W,
Thence Westerly to the Southeast corner of Township 39N, Range 2W,
Thence Northerly to the Northeast corner of Township 40N, Range 2W,
Thence Westerly to the Southeast corner of Township 41N, Range 4W,
Thence Northerly to the Northeast corner of Township 42N, Range 4W,
Thence Westerly to the Southeast corner of Township 43N, Range 5W,
Thence Northerly to the California / Oregon State Border,

Thence Westerly along the California / Oregon State Border to the Westerly Boundary of Township Range 8W,
Thence Southerly to the Southwest corner of Township 43N, Range 8W,
Thence Easterly to the Southeast corner of Township 43N, Range 8W,
Thence Southerly to the Southwest corner of Township 42N, Range 7W,
Thence Easterly to the Southeast corner of Township 42N, Range 7W,
Thence Southerly to the Southwest corner of Township 41N, Range 6W,
Thence Easterly to the Northwest corner of Township 40N, Range 5W,
Thence Southerly to the Southwest corner of Township 38N, Range 5W,
Thence Westerly to the Northwest corner of Township 37N, Range 6W,
Thence Southerly to the Southwest corner of Township 35N, Range 6W,
Thence Westerly to the Northwest corner of Township 34N, Range 10W,
Thence Southerly to the Southwest corner of Township 31N, Range 10W,
Thence Easterly to the Northwest corner of Township 30N, Range 9W,
Thence Southerly to the Southwest corner of Township 30N, Range 9W,
Thence Easterly to the Northwest corner of Township 29N, Range 8W,
Thence Southerly to the Southwest corner of Township 23N, Range 8W,
Thence Easterly to the Northwest corner of Township 22N, Range 6W,
Thence Southerly to the Southwest corner of Township 16N, Range 6W,
Thence Westerly to the Southeast corner of Township 16N, Range 9W,
Thence Northerly to the Northeast corner of Township 16N, Range 9W,
Thence Westerly to the Southeast. corner of Township 17N, Range 12W,
Thence Northerly to the Northeast corner of Township 18N, Range 12W,
Thence Westerly to the Northwest corner of Township 18N, Range 15W,
Thence Southerly to the Southwest corner of Township 14N, Range 15W,
Thence Easterly to the Northwest corner of Township 13N, Range 14W,
Thence Southerly to the Southwest corner of Township 13N, Range 14W,
Thence Easterly to the Northwest corner of Township 12N, Range 13W,
Thence Southerly to the Southwest corner of Township 12N, Range 13W,
Thence Easterly to the Northwest corner of Township 11N, Range 12W,
Thence Southerly into the Pacific Ocean
and Commencing in the Pacific Ocean on the extension of the Humboldt Base Line,
Thence Easterly to the Northwest corner of Township 1S, Range 2E,
Thence Southerly to the Southwest corner of Township 2S, Range 2E,
Thence Easterly to the Northwest corner of Township 3S, Range 3E,
Thence Southerly to the Southwest corner of Township 5S, Range 3E,
Thence Easterly to the Southeast corner of Township 5S, Range 4E,
Thence Northerly to the Northeast corner of Township 4S, Range 4E,
Thence Westerly to the Southeast corner of Township 3S, Range 3E,
Thence Northerly to the Northeast corner of Township 5N, Range 3E,
Thence Easterly to the Southeast corner of Township 6N, Range 5E,
Thence Northerly to the Northeast corner of Township 7N, Range 5E,
Thence Westerly to the Southeast corner of Township 8N, Range 3E,
Thence Northerly to the Northeast corner of Township 9N, Range 3E,
Thence Westerly to the Southeast corner of Township 10N, Range 1E,
Thence Northerly to the Northeast corner of Township 13N, Range 1E,
Thence Westerly into the Pacific Ocean,
excluding that portion of Northern California contained within the following lines:
Commencing at the Southwest corner of Township 12N, Range 11E, of the Mount Diablo Base and Meridian,
Thence Easterly to the Southeast corner of Township 12N, Range 16E,
Thence Northerly to the Northeast corner of Township 12N, Range 16E,
Thence Westerly to the Southeast corner of Township 13N, Range 15E,
Thence Northerly to the Northeast corner of Township 13N, Range 15E,
Thence Westerly to the Southeast corner of Township 14N, Range 14E,
Thence Northerly to the Northeast corner of Township 16N, Range 14E,
Thence Westerly to the Northwest corner of Township 16N, Range 12E,
Thence Southerly to the Southwest corner of Township 16N, Range 12E,
Thence Westerly to the Northwest corner of Township 15N, Range 11E,
Thence Southerly to the point of beginning at the Southwest corner of Township 12N, Range 11E,

Area 2 shall be all areas not part of Area 1 described above.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**CRAFT: # OPERATING ENGINEER (HEAVY AND HIGHWAY WORK)
(SPECIAL SINGLE AND SECOND SHIFT)**

DETERMINATION: NC-23-63-1-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journeyperson)	Employer Payments							Hours	Straight-Time		Overtime Hourly Rate			
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^a	Training	Other Payments	Total Hourly Rate		Daily/ Saturday ^d 1 1/2X		Sunday and Holiday 2X			
Classification Group ^a	Area 1 ^b	Area 2 ^c						Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	
Group 1	\$56.75	\$58.75	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$88.38	\$90.38	\$116.76	\$119.76	\$145.13	\$149.13
Group 2	\$55.02	\$57.02	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$86.65	\$88.65	\$114.16	\$117.16	\$141.67	\$145.67
Group 3	\$53.36	\$55.36	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$84.99	\$86.99	\$111.67	\$114.67	\$138.35	\$142.35
Group 4	\$51.80	\$53.80	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$83.43	\$85.43	\$109.33	\$112.33	\$135.23	\$139.23
Group 5	\$50.38	\$52.38	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$82.01	\$84.01	\$107.20	\$110.20	\$132.39	\$136.39
Group 6	\$48.88	\$50.88	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.51	\$82.51	\$104.95	\$107.95	\$129.39	\$133.39
Group 7	\$47.60	\$49.60	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.23	\$81.23	\$103.03	\$106.03	\$126.83	\$130.83
Group 8	\$46.33	\$48.33	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.96	\$79.96	\$101.13	\$104.13	\$124.29	\$128.29
Group 8-A	\$43.82	\$45.82	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$75.45	\$77.45	\$97.36	\$100.36	\$119.27	\$123.27
ALL CRANES AND ATTACHMENTS:														
Group 1	\$58.48	\$60.48	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$90.11	\$92.11	\$119.35	\$122.35	\$148.59	\$152.59
Truck Crane Assistant to Engineer	\$50.65	\$52.65	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$82.28	\$84.28	\$107.61	\$110.61	\$132.93	\$136.93
Assistant to Engineer	\$48.06	\$50.06	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.69	\$81.69	\$103.72	\$106.72	\$127.75	\$131.75
Group 1-A	\$57.73	\$59.73	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$89.36	\$91.36	\$118.23	\$121.23	\$147.09	\$151.09
Truck Crane Assistant to Engineer	\$49.90	\$51.90	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.53	\$83.53	\$106.48	\$109.48	\$131.43	\$135.43
Assistant to Engineer	\$47.31	\$49.31	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.94	\$80.94	\$102.60	\$105.60	\$126.25	\$130.25
Group 2-A	\$55.74	\$57.74	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$87.37	\$89.37	\$115.24	\$118.24	\$143.11	\$147.11
Truck Crane Assistant to Engineer	\$49.61	\$51.61	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.24	\$83.24	\$106.05	\$109.05	\$130.85	\$134.85
Assistant to Engineer	\$47.08	\$49.08	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.71	\$80.71	\$102.25	\$105.25	\$125.79	\$129.79
Group 3-A	\$53.78	\$55.78	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$85.41	\$87.41	\$112.30	\$115.30	\$139.19	\$143.19
Truck Crane Assistant to Engineer	\$49.34	\$51.34	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.97	\$82.97	\$105.64	\$108.64	\$130.31	\$134.31
Hydraulic	\$48.88	\$50.88	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.51	\$82.51	\$104.95	\$107.95	\$129.39	\$133.39
Assistant to Engineer	\$46.77	\$48.77	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.40	\$80.40	\$101.79	\$104.79	\$125.17	\$129.17
Group 4-A	\$50.38	\$52.38	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$82.01	\$84.01	\$107.20	\$110.20	\$132.39	\$136.39

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a For classifications within each group, see pages 39B-40.

^b **AREA 1** - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties.

^c **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties. (Portions of counties falling in each area detailed on page 41).

^d Saturday in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather.

^e Includes an amount for supplemental dues.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

XX^{30A}

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # OPERATING ENGINEER (BUILDING CONSTRUCTION)^g

DETERMINATION: NC-23-63-1-2020-2A

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments							Straight-Time		Overtime Hourly Rate			
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^e	Training	Other Payments	Hours ^f	Total Hourly Rate		Daily/ Saturday ^d 1 1/2X	Sunday and Holiday 2X		
Classification Group ^a	Area 1 ^b	Area 2 ^c						Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c
Group 1	\$50.00	\$52.00	\$13.88	\$10.78	\$4.77	\$1.07	8	\$81.63	\$83.63	\$106.63	\$109.63	\$131.63	\$135.63
Group 2	\$48.55	\$50.55	\$13.88	\$10.78	\$4.77	\$1.07	8	\$80.18	\$82.18	\$104.46	\$107.46	\$128.73	\$132.73
Group 3	\$47.15	\$49.15	\$13.88	\$10.78	\$4.77	\$1.07	8	\$78.78	\$80.78	\$102.36	\$105.36	\$125.93	\$129.93
Group 4	\$45.82	\$47.82	\$13.88	\$10.78	\$4.77	\$1.07	8	\$77.45	\$79.45	\$100.36	\$103.36	\$123.27	\$127.27
Group 5	\$44.61	\$46.61	\$13.88	\$10.78	\$4.77	\$1.07	8	\$76.24	\$78.24	\$98.55	\$101.55	\$120.85	\$124.85
Group 6	\$43.34	\$45.34	\$13.88	\$10.78	\$4.77	\$1.07	8	\$74.97	\$76.97	\$96.64	\$99.64	\$118.31	\$122.31
Group 7	\$42.25	\$44.25	\$13.88	\$10.78	\$4.77	\$1.07	8	\$73.88	\$75.88	\$95.01	\$98.01	\$116.13	\$120.13
Group 8	\$41.17	\$43.17	\$13.88	\$10.78	\$4.77	\$1.07	8	\$72.80	\$74.80	\$93.39	\$96.39	\$113.97	\$117.97
Group 8-A	\$39.05	\$41.05	\$13.88	\$10.78	\$4.77	\$1.07	8	\$70.68	\$72.68	\$90.21	\$93.21	\$109.73	\$113.73
ALL CRANES AND ATTACHMENTS:													
Group 1	\$51.60	\$53.60	\$13.88	\$10.78	\$4.77	\$1.07	8	\$83.23	\$85.23	\$109.03	\$112.03	\$134.83	\$138.83
Truck Crane Assistant to Engineer	\$44.94	\$46.94	\$13.88	\$10.78	\$4.77	\$1.07	8	\$76.57	\$78.57	\$99.04	\$102.04	\$121.51	\$125.51
Assistant to Engineer	\$42.77	\$44.77	\$13.88	\$10.78	\$4.77	\$1.07	8	\$74.40	\$76.40	\$95.79	\$98.79	\$117.17	\$121.17
Group 1-A	\$50.85	\$52.85	\$13.88	\$10.78	\$4.77	\$1.07	8	\$82.48	\$84.48	\$107.91	\$110.91	\$133.33	\$137.33
Truck Crane Assistant to Engineer	\$44.19	\$46.19	\$13.88	\$10.78	\$4.77	\$1.07	8	\$75.82	\$77.82	\$97.92	\$100.92	\$120.01	\$124.01
Assistant to Engineer	\$42.02	\$44.02	\$13.88	\$10.78	\$4.77	\$1.07	8	\$73.65	\$75.65	\$94.66	\$97.66	\$115.67	\$119.67
Group 2-A	\$49.16	\$51.16	\$13.88	\$10.78	\$4.77	\$1.07	8	\$80.79	\$82.79	\$105.37	\$108.37	\$129.95	\$133.95
Truck Crane Assistant to Engineer	\$43.95	\$45.95	\$13.88	\$10.78	\$4.77	\$1.07	8	\$75.58	\$77.58	\$97.56	\$100.56	\$119.53	\$123.53
Assistant to Engineer	\$41.80	\$43.80	\$13.88	\$10.78	\$4.77	\$1.07	8	\$73.43	\$75.43	\$94.33	\$97.33	\$115.23	\$119.23
Group 3-A	\$47.52	\$49.52	\$13.88	\$10.78	\$4.77	\$1.07	8	\$79.15	\$81.15	\$102.91	\$105.91	\$126.67	\$130.67
Truck Crane Assistant to Engineer	\$43.71	\$45.71	\$13.88	\$10.78	\$4.77	\$1.07	8	\$75.34	\$77.34	\$97.20	\$100.20	\$119.05	\$123.05
Hydraulic	\$43.34	\$45.34	\$13.88	\$10.78	\$4.77	\$1.07	8	\$74.97	\$76.97	\$96.64	\$99.64	\$118.31	\$122.31
Assistant to Engineer	\$41.55	\$43.55	\$13.88	\$10.78	\$4.77	\$1.07	8	\$73.18	\$75.18	\$93.96	\$96.96	\$114.73	\$118.73
Group 4-A	\$44.61	\$46.61	\$13.88	\$10.78	\$4.77	\$1.07	8	\$76.24	\$78.24	\$98.55	\$101.55	\$120.85	\$124.85

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a For classifications within each group, see pages 39B-40.

^b **AREA 1** - Butte, Kings, Merced, Napa, Sacramento, San Benito, San Joaquin, Santa Cruz, Stanislaus, Sutter, Yolo, and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tuolumne and Trinity counties.

^c **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties. (Portions of counties falling in each area detailed on page 41).

^d Saturday in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather.

^e Includes an amount for supplemental dues.

^f When three shifts are employed for five (5) or more consecutive days, seven and one-half (7 1/2) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

^g For total base bid project value of less than \$3,000,000 only. The Operating Engineer (Heavy and Highway Work) determination is applicable for all work \$3,000,000 and above. Where there is a published or advertised estimate of the construction costs of a project, such estimate shall determine the total base bid project value, for the purposes of the three million dollars (\$3,000,000) threshold.

NOTE: For Special Single and Second Shift rates, please see page 40C.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

XX

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # OPERATING ENGINEER (BUILDING CONSTRUCTION)^f
(SPECIAL SINGLE AND SECOND SHIFT)

DETERMINATION: NC-23-63-1-2020-2A

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments							Straight-Time		Overtime Hourly Rate			
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^e	Training	Other Payments	Hours	Total Hourly Rate		Daily/ Saturday ^d 1 1/2X		Sunday and Holiday 2X	
Classification Group ^a	Area 1 ^b	Area 2 ^c						Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c
Group 1	\$55.15	\$57.15	\$13.88	\$10.78	\$4.77	\$1.07	8	\$86.78	\$88.78	\$114.36	\$117.36	\$141.93	\$145.93
Group 2	\$53.51	\$55.51	\$13.88	\$10.78	\$4.77	\$1.07	8	\$85.14	\$87.14	\$111.90	\$114.90	\$138.65	\$142.65
Group 3	\$51.95	\$53.95	\$13.88	\$10.78	\$4.77	\$1.07	8	\$83.58	\$85.58	\$109.56	\$112.56	\$135.53	\$139.53
Group 4	\$50.43	\$52.43	\$13.88	\$10.78	\$4.77	\$1.07	8	\$82.06	\$84.06	\$107.28	\$110.28	\$132.49	\$136.49
Group 5	\$49.08	\$51.08	\$13.88	\$10.78	\$4.77	\$1.07	8	\$80.71	\$82.71	\$105.25	\$108.25	\$129.79	\$133.79
Group 6	\$47.64	\$49.64	\$13.88	\$10.78	\$4.77	\$1.07	8	\$79.27	\$81.27	\$103.09	\$106.09	\$126.91	\$130.91
Group 7	\$46.43	\$48.43	\$13.88	\$10.78	\$4.77	\$1.07	8	\$78.06	\$80.06	\$101.28	\$104.28	\$124.49	\$128.49
Group 8	\$45.22	\$47.22	\$13.88	\$10.78	\$4.77	\$1.07	8	\$76.85	\$78.85	\$99.46	\$102.46	\$122.07	\$126.07
Group 8-A	\$42.83	\$44.83	\$13.88	\$10.78	\$4.77	\$1.07	8	\$74.46	\$76.46	\$95.88	\$98.88	\$117.29	\$121.29

ALL CRANES AND ATTACHMENTS:

Group 1	\$56.86	\$58.86	\$13.88	\$10.78	\$4.77	\$1.07	8	\$88.49	\$90.49	\$116.92	\$119.92	\$145.35	\$149.35
Truck Crane Assistant to Engineer	\$49.37	\$51.37	\$13.88	\$10.78	\$4.77	\$1.07	8	\$81.00	\$83.00	\$105.69	\$108.69	\$130.37	\$134.37
Assistant to Engineer	\$46.91	\$48.91	\$13.88	\$10.78	\$4.77	\$1.07	8	\$78.54	\$80.54	\$102.00	\$105.00	\$125.45	\$129.45
Group 1-A	\$56.11	\$58.11	\$13.88	\$10.78	\$4.77	\$1.07	8	\$87.74	\$89.74	\$115.80	\$118.80	\$143.85	\$147.85
Truck Crane Assistant to Engineer	\$48.62	\$50.62	\$13.88	\$10.78	\$4.77	\$1.07	8	\$80.25	\$82.25	\$104.56	\$107.56	\$128.87	\$132.87
Assistant to Engineer	\$46.16	\$48.16	\$13.88	\$10.78	\$4.77	\$1.07	8	\$77.79	\$79.79	\$100.87	\$103.87	\$123.95	\$127.95
Group 2-A	\$54.20	\$56.20	\$13.88	\$10.78	\$4.77	\$1.07	8	\$85.83	\$87.83	\$112.93	\$115.93	\$140.03	\$144.03
Truck Crane Assistant to Engineer	\$48.35	\$50.35	\$13.88	\$10.78	\$4.77	\$1.07	8	\$79.98	\$81.98	\$104.16	\$107.16	\$128.33	\$132.33
Assistant to Engineer	\$45.92	\$47.92	\$13.88	\$10.78	\$4.77	\$1.07	8	\$77.55	\$79.55	\$100.51	\$103.51	\$123.47	\$127.47
Group 3-A	\$52.34	\$54.34	\$13.88	\$10.78	\$4.77	\$1.07	8	\$83.97	\$85.97	\$110.14	\$113.14	\$136.31	\$140.31
Truck Crane Assistant to Engineer	\$48.08	\$50.08	\$13.88	\$10.78	\$4.77	\$1.07	8	\$79.71	\$81.71	\$103.75	\$106.75	\$127.79	\$131.79
Hydraulic	\$47.64	\$49.64	\$13.88	\$10.78	\$4.77	\$1.07	8	\$79.27	\$81.27	\$103.09	\$106.09	\$126.91	\$130.91
Assistant to Engineer	\$45.64	\$47.64	\$13.88	\$10.78	\$4.77	\$1.07	8	\$77.27	\$79.27	\$100.09	\$103.09	\$122.91	\$126.91
Group 4-A	\$49.08	\$51.08	\$13.88	\$10.78	\$4.77	\$1.07	8	\$80.71	\$82.71	\$105.25	\$108.25	\$129.79	\$133.79

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a For classifications within each group, see pages 39B-40.

^b **AREA 1** - Butte, Kings, Merced, Napa, Sacramento, San Benito, San Joaquin, Santa Cruz, Stanislaus, Sutter, Yolo, and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties.

^c **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties. (Portions of counties falling in each area detailed on page 41).

^d Saturday in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather.

^e Includes an amount for supplemental dues.

^f For total base bid project value of less than \$3,000,000 only. The Operating Engineer (Heavy and Highway Work) determination is applicable for all work \$3,000,000 and above.

Where there is a published or advertised estimate of the construction costs of a project, such estimate shall determine the total base bid project value, for the purposes of the three million dollars (\$3,000,000) threshold.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

XIX

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER-BUILDING CONSTRUCTION)^e

DETERMINATION: NC-23-63-1-2020-2D1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification ^b (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other Payments	Hours ^d	Total Hourly Rate	Daily 1 1/2X	Saturday ^a 1 1/2X	Sunday and Holiday 2X
Group A-1	\$52.54	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$84.17	\$110.44	\$110.44	\$136.71
Truck Crane Assistant to Engineer	\$45.55	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.18	\$99.96	\$99.96	\$122.73
Assistant to Engineer	\$43.41	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$75.04	\$96.75	\$96.75	\$118.45
Group 1	\$51.79	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$83.42	\$109.32	\$109.32	\$135.21
Truck Crane Assistant to Engineer	\$44.80	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$76.43	\$98.83	\$98.83	\$121.23
Assistant to Engineer	\$42.66	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$74.29	\$95.62	\$95.62	\$116.95
Group 2	\$50.08	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.71	\$106.75	\$106.75	\$131.79
Truck Crane Assistant to Engineer	\$44.58	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$76.21	\$98.50	\$98.50	\$120.79
Assistant to Engineer	\$42.41	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$74.04	\$95.25	\$95.25	\$116.45
Group 3	\$48.69	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.32	\$104.67	\$104.67	\$129.01
Truck Crane Assistant to Engineer	\$44.33	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$75.96	\$98.13	\$98.13	\$120.29
Hydraulic	\$43.95	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$75.58	\$97.56	\$97.56	\$119.53
Assistant to Engineer	\$42.18	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$73.81	\$94.90	\$94.90	\$115.99
Group 4	\$46.76	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.39	\$101.77	\$101.77	\$125.15
Group 5	\$45.51	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.14	\$99.90	\$99.90	\$122.65

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b For classifications within each group, see page 45.

^c Includes an amount for supplemental dues.

^d When three shifts are employed for five (5) or more consecutive days, seven and one-half (7 1/2) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

^e For total base bid project value of less than \$3,000,000 only. The Operating Engineer (Heavy and Highway Work) determination is applicable for all work \$3,000,000 and above. Where there is a published or advertised estimate of the construction costs of a project, such estimate shall determine the total base bid project value, for the purposes of the three million dollars (\$3,000,000) threshold.

NOTE: For Special Single and Second Shift rates, please see page 40D.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER-BUILDING CONSTRUCTION)^d
(SPECIAL SINGLE AND SECOND SHIFT)

DETERMINATION: NC-23-63-1-2020-2D1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification ^b (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^a 1 1/2X	Sunday and Holiday 2X
Group A-1	\$57.91	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$89.54	\$118.50	\$118.50	\$147.45
Truck Crane Assistant to Engineer	\$50.05	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.68	\$106.71	\$106.71	\$131.73
Assistant to Engineer	\$47.63	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.26	\$103.08	\$103.08	\$126.89
Group 1	\$57.16	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$88.79	\$117.37	\$117.37	\$145.95
Truck Crane Assistant to Engineer	\$49.30	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.93	\$105.58	\$105.58	\$130.23
Assistant to Engineer	\$46.88	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.51	\$101.95	\$101.95	\$125.39
Group 2	\$55.24	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$86.87	\$114.49	\$114.49	\$142.11
Truck Crane Assistant to Engineer	\$49.04	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.67	\$105.19	\$105.19	\$129.71
Assistant to Engineer	\$46.61	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.24	\$101.55	\$101.55	\$124.85
Group 3	\$53.66	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$85.29	\$112.12	\$112.12	\$138.95
Truck Crane Assistant to Engineer	\$48.76	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.39	\$104.77	\$104.77	\$129.15
Hydraulic	\$48.35	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.98	\$104.16	\$104.16	\$128.33
Assistant to Engineer	\$46.33	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.96	\$101.13	\$101.13	\$124.29
Group 4	\$51.51	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$83.14	\$108.90	\$108.90	\$134.65
Group 5	\$50.09	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.72	\$106.77	\$106.77	\$131.81

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b For classifications within each group, see page 45.

^c Includes an amount for supplemental dues.

^d For total base bid project value of less than \$3,000,000 only. The Operating Engineer (Heavy and Highway Work) determination is applicable for all work \$3,000,000 and above. Where there is a published or advertised estimate of the construction costs of a project, such estimate shall determine the total base bid project value, for the purposes of the three million dollars (\$3,000,000) threshold.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR LANDSCAPE CONSTRUCTION PROJECTS

CRAFT: # OPERATING ENGINEER

DETERMINATION: NC-63-3-75-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journey person)	Basic Hourly Rate	Employer Payments						Straight-Time		Overtime Hourly Rate					
		Health and Welfare	Pension and Holiday ^d	Vacation	Training	Other Payments	Hours	Total Hourly Rate		Daily 1 1/2X	Saturday ^e 1 1/2X	Sunday and Holiday 2X			
Classification Group ^a															
	Area 1 ^b Area 2 ^c							Area 1 ^b Area 2 ^c	Area 1 ^b Area 2 ^c	Area 1 ^b Area 2 ^c	Area 1 ^b Area 2 ^c	Area 1 ^b Area 2 ^c	Area 1 ^b Area 2 ^c	Area 1 ^b Area 2 ^c	Area 1 ^b Area 2 ^c
Group I	\$40.02 42.02	13.88	10.35	4.34	1.11	1.03	8	70.73 72.73	90.74	93.74 90.74	93.74 110.75	114.75			
Group II	36.42 38.42	13.88	10.35	4.34	1.11	1.03	8	67.13 69.13	85.34	88.34 85.34	88.34 103.55	107.55			
Group III	31.81 33.81	13.88	10.35	4.34	1.11	1.03	8	62.52 64.52	78.425	81.425 78.425	81.425 94.33	98.33			
Group IV	29.10 31.10	13.88	10.35	4.34	1.11	1.03	8	59.81 61.81	74.36	77.36 74.36	77.36 88.91	92.91			

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a For classifications within each group, see below.

^b **AREA 1** - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba Counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity Counties.

^c **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity Counties. (Portions of counties falling in each area detailed on page 41).

^d Includes an amount for Supplemental Dues.

^e Saturdays in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather, major mechanical breakdown or shortage of materials beyond the control of the Individual Employer.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

CLASSIFICATIONS

Group I

Landscape Finish Grade Operator. All finish grade work regardless of the equipment used, and all equipment with a horsepower rating of more than 65.

Group II

Landscape Operator up to 65 H.P. All equipment with a manufacturer's horsepower rating of 65 or less except equipment covered by Group I or Group III. The following equipment shall be included in Group II except when used for finish work so long as its manufacturer's horsepower rating is 65 or less.

A-Frame and Winch Truck
Backhoe
Forklift (Jobsite)

HDR Welder - Landscape - Operating Engineer's Equipment
Hydro Seeder Machine
Roller
Rubber-Tired and Track Earthmoving Equipment
Skiploader
Straw Blowers
Trencher - 35 Horsepower up to 65 Horsepower

Group III

Landscape Utility Operator
Small Rubber-Tired Tractor
Trencher - Under 35 Horsepower

Group IV

Assistant Landscape Utility Operator

XX

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR LANDSCAPE CONSTRUCTION PROJECTS

CRAFT: # OPERATING ENGINEER (SPECIAL SINGLE AND SECOND SHIFT)

DETERMINATION: NC-63-3-75-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journeyperson)	Basic Hourly Rate	Employer Payments						Straight-Time		Overtime Hourly Rate						
		Health and Welfare	Pension and Holiday ^d	Vacation	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^c		Sunday & Holiday 2X				
										Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c			
Classification Group ^a		Area 1 ^b	Area 2 ^c					Area 1 ^b	Area 2 ^c	Area 1	Area 2 ^c	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	
Group I	\$44.43	46.43	13.88	10.35	4.34	1.11	1.03	8	75.14	77.14	97.355	100.355	97.355	100.355	119.57	123.57
Group II	40.38	42.38	13.88	10.35	4.34	1.11	1.03	8	71.09	73.09	91.28	94.28	91.28	94.28	111.47	115.47
Group III	35.19	37.19	13.88	10.35	4.34	1.11	1.03	8	65.90	67.90	83.495	86.495	83.495	86.495	101.09	105.09
Group IV	32.29	34.29	13.88	10.35	4.34	1.11	1.03	8	63.00	65.00	79.145	82.145	79.145	82.145	95.29	99.29

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at

<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a For classifications within each group, see below.

^b **AREA 1** - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba Counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity Counties.

^c **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity Counties. (Portions of counties falling in each area detailed on page 41).

^d Includes an amount for Supplemental Dues.

^e Saturdays in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather, major mechanical breakdown or shortage of materials beyond the control of the Individual Employer.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

CLASSIFICATIONS

Group I

Landscape Finish Grade Operator. All finish grade work regardless of the equipment used, and all equipment with a horsepower rating of more than 65.

Group II

Landscape Operator up to 65 H.P. All equipment with a manufacturer's horsepower rating of 65 or less except equipment covered by Group I or Group III. The following equipment shall be included in Group II except when used for finish work so long as its manufacturer's horsepower rating is 65 or less.

A-Frame and Winch Truck
Backhoe
Forklift (Jobsite)

HDR Welder - Landscape - Operating Engineer's Equipment
Hydro Seeder Machine
Roller
Rubber-Tired and Track Earthmoving Equipment
Skiploader
Straw Blowers
Trencher - 35 Horsepower up to 65 Horsepower

Group III

Landscape Utility Operator
Small Rubber-Tired Tractor
Trencher - Under 35 Horsepower

Group IV

Assistant Landscape Utility Operator

XXA

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # DREDGER OPERATING ENGINEER

(CLAMSHELL AND DIPPER DREDGING AND HYDRAULIC SUCTION DREDGING)

DETERMINATION: NC-63-3-12-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: July 31, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

		Employer Payments						Straight-Time			Overtime Hourly Rate					
Classification (Journeyperson)	Basic Hourly Rate	Health and Welfare	Pension ^e	Vacation and Holiday ^d	Training	Other Payments	Hours	Total Hourly Rate	Daily ^g 1 1/2X	Saturday ^{fg} 1 1/2X	Sunday and Holiday 2X					
Classification Group ^a																
First Shift	Area 1 ^b	Area 2 ^c						Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	
Group 1	\$49.88	51.88	13.88	15.23	6.06	0.49	0.33	8	85.87	87.87	110.81	113.81	110.81	113.81	135.75	139.75
Group 2	44.92	46.92	13.88	15.23	6.06	0.49	0.33	8	80.91	82.91	103.37	106.37	103.07	106.37	125.83	129.83
Group 3	43.80	45.80	13.88	15.23	6.06	0.49	0.33	8	79.79	81.79	101.69	104.69	101.69	104.69	123.59	127.59
Group 4	40.50	42.50	13.88	15.23	6.06	0.49	0.33	8	76.49	78.49	96.74	99.74	96.74	99.74	116.99	120.99
Special Single & Second Shift																
	Area 1 ^b	Area 2 ^c						Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	Area 1 ^b	Area 2 ^c	
Group 1	\$56.12	58.12	13.88	15.23	6.06	0.49	0.33	8	92.11	94.11	120.17	123.17	120.17	123.17	148.23	152.23
Group 2	50.54	52.24	13.88	15.23	6.06	0.49	0.33	8	86.53	88.53	111.80	114.80	111.80	114.80	137.07	141.07
Group 3	49.28	51.28	13.88	15.23	6.06	0.49	0.33	8	85.27	87.27	109.91	112.91	109.91	112.91	134.55	138.55
Group 4	45.56	47.56	13.88	15.23	6.06	0.49	0.33	8	81.55	83.55	104.33	107.33	104.33	107.33	127.11	131.11

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a For classifications within each group, see below.

^b **AREA 1** - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Trinity, Tulare, and Tuolumne counties.

^c **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Trinity, Tulare, and Tuolumne counties (Portions of counties falling in each area detailed on page 41).

^d Includes an amount for Supplemental Dues.

^e Includes an amount for Annuity Trust Fund.

^f Saturday in the same workweek may be worked at straight-time if a job is shut down during the normal workweek due to inclement weather.

^g Rate applies to the first 4 daily overtime hours Monday thru Friday and the first 12 hours on Saturday. All other time worked is paid at the Sunday and Holiday overtime rate.

GROUP 1

Chief Engineer
Day Mate (Captain)
Leverman/Operator

GROUP 2

Dredge Dozer
HDR/Welder

GROUP 3

Booster Pump Operator
Deck Engineer
Deck Mate
Dredge Tender
Watch Engineer
Welder
Winch Man

GROUP 4

Bargeman
Deckhand
Fireman
Leveehand
Oiler

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TRAFFIC CONTROL/LANE CLOSURE (LABORER) ^h
AND
PARKING AND HIGHWAY IMPROVEMENT PAINTER (LABORER)

DETERMINATION: NC-23-102-13-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journey person)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare ^e	Pension ^a	Vacation and Holiday ^b	Training	Other Payments	Hours	Total Hourly Rate	Daily ^f	Saturday ^{c,f}	Sunday And Holiday ^g
									1 1/2X	1 1/2X	

TRAFFIC CONTROL AND RELATED CLASSIFICATIONS

AREA 1 ^d

Traffic Control Person I	33.24	9.00	12.96	3.05	0.50	0.28	8	59.03	75.650	75.650	92.27
Traffic Control Person II	30.74	9.00	12.96	3.05	0.50	0.28	8	56.53	71.900	71.900	87.27
Construction Zone Traffic Control Pilot Car, Flag Person	32.94	9.00	12.96	3.05	0.50	0.28	8	58.73	75.200	75.200	91.67

AREA 2 ^d

Traffic Control Person I	32.24	9.00	12.96	3.05	0.50	0.28	8	58.03	74.150	74.150	90.27
Traffic Control Person II	29.74	9.00	12.96	3.05	0.50	0.28	8	55.53	70.400	70.400	85.27
Construction Zone Traffic Control Pilot Car, Flag Person	31.94	9.00	12.96	3.05	0.50	0.28	8	57.73	73.700	73.700	89.67

DETERMINATION: NC-23-102-13-2020-2A

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, and Yuba Counties.

STRIPER AND RELATED CLASSIFICATIONS

Classification (Journey person)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health ^e and Welfare	Pension ^a	Vacation and Holiday ^b	Training	Other Payments	Hours	Total Hourly Rate	Daily ^f	Saturday ^{c,f}	Sunday and Holiday ^g
									1 1/2X	1 1/2X	
Group 1	36.13	9.00	12.35	3.05	0.50	0.25	8	61.28	79.345	79.345	97.41
Group 2	34.63	9.00	12.35	3.05	0.50	0.25	8	59.78	77.095	77.095	94.41
Group 3	32.88	9.00	12.35	3.05	0.50	0.25	8	58.03	74.470	74.470	90.91
Group 4	30.78	9.00	12.35	3.05	0.50	0.25	8	55.93	71.320	71.320	86.71

Group 1

Traffic Striping Applicator

Group 2

Traffic Delineating Device Applicator
Traffic Protective System Installer
Pavement Markings Applicator
Decorative Asphalt Surfacing Applicator

Group 3

Traffic Surface Abrasive Blaster
Pot Tender

Group 4

Parking Lots, Game Courts & Playground
Striping Applicator
Decorative Asphalt Surfacing Laborer

Footnotes are listed on page 44A

Determination: NC-23-102-13-2020-2 and NC-23-102-13-2020-2A

- # Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.
- a Includes an amount for the Annuity Trust Fund.
- b Includes an amount for Supplemental Dues.
- c Saturdays or scheduled sixth (6th) consecutive work day in the same work week may be worked at straight-time if the job is shut down during the normal work week due to inclement weather, major mechanical breakdown or lack of materials beyond the control of the employer.
- d **AREA 1** - Alameda, Contra Costa, Marin, San Francisco, San Mateo and Santa Clara Counties.
AREA 2 - Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba Counties.
- e Includes an amount for Retiree Health & Welfare
- f One and one-half (1-1/2) the straight time hourly rate of pay shall be paid for all work performed in excess of forty hours (40) a week or eight hours (8) a day and the sixth (6th) consecutive day worked or Saturdays.
- g Two times (2x) the straight time hourly rate of pay shall be paid for all work performed on the seventh (7th) consecutive day worked, or Sundays and holidays.
- h The rates of the Laborer classifications for the craft of Traffic Control/Lane Closure (Laborer) do not apply to traffic control work associated with parking and highway improvement projects in San Joaquin, Tuolumne, and Yolo Counties. For traffic control work associated with parking and highway improvement projects in these three counties, the minimum rate of pay is that of the Painter classifications for the craft of Parking and Highway Improvement Painter (Painter).

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Prevailing Wage Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)^c

DETERMINATION: NC-23-63-1-2020-2D

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^d	Training	Other Payments	Hours ^e	Total Hourly Rate	Daily ^b 1 1/2X	Saturday ^{a&b} 1 1/2X	Sunday and Holiday 2X
Group A-1	\$54.02	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$85.65	\$112.66	\$112.66	\$139.67
Truck Crane Assistant to Engineer	\$46.70	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.33	\$101.68	\$101.68	\$125.03
Assistant to Engineer	\$44.47	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$76.10	\$98.34	\$98.34	\$120.57
Group 1	\$53.27	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$84.90	\$111.54	\$111.54	\$138.17
Truck Crane Assistant to Engineer	\$45.95	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.58	\$100.56	\$100.56	\$123.53
Assistant to Engineer	\$43.72	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$75.35	\$97.21	\$97.21	\$119.07
Group 2	\$51.50	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$83.13	\$108.88	\$108.88	\$134.63
Truck Crane Assistant to Engineer	\$45.73	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.36	\$100.23	\$100.23	\$123.09
Assistant to Engineer	\$43.45	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$75.08	\$96.81	\$96.81	\$118.53
Group 3	\$50.02	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.65	\$106.66	\$106.66	\$131.67
Truck Crane Assistant to Engineer	\$45.46	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.09	\$99.82	\$99.82	\$122.55
Hydraulic	\$45.07	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$76.70	\$99.24	\$99.24	\$121.77
Assistant to Engineer	\$43.23	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$74.86	\$96.48	\$96.48	\$118.09
Group 4	\$48.00	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.63	\$103.63	\$103.63	\$127.63
Group 5	\$46.70	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.33	\$101.68	\$101.68	\$125.03

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday only. All other time is paid at the Sunday/Holiday overtime rate.

^c For Building Construction, see page 40B

^d Includes an amount for supplemental dues.

^e When three shifts are employed for five (5) or more consecutive days, seven and one-half (7 1/2) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

GROUP A-1

Cranes over 350 Tons
Derrick over 250 Tons
Self Propelled Boom Type Lifting Devices over 250 Tons

GROUP 1

Cranes over 100 tons
Derrick over 100 tons
Self Propelled Boom Type Lifting Device over 100 tons
Tower Crane

GROUP 2

Cranes over 45 tons up to and including 100 tons
Derrick, 100 tons and under
Self Propelled Boom Type Lifting Device, over 45 tons

GROUP 3

Cranes, 45 tons and under
Self Propelled Boom Type Lifting Device, 45 tons and under

GROUP 4

Chicago Boom
Forklift, 10 tons and over
Heavy Duty Repairman/Welder

GROUP 5

Boom Cat

NOTE: For Special Single and Second Shift rates, please see page 45A.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #STEEL ERECTOR AND FABRICATOR (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)^c
(SPECIAL SINGLE AND SECOND SHIFT)

DETERMINATION: NC-23-63-1-2020-2D

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^d	Training	Other Payments	Hours	Total Hourly Rate	Daily ^b 1 1/2X	Saturday ^{a&b} 1 1/2X	Sunday and Holiday 2X
Group A-1	\$59.57	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$91.20	\$120.99	\$120.99	\$150.77
Truck Crane Assistant to Engineer	\$51.34	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$82.97	\$108.64	\$108.64	\$134.31
Assistant to Engineer	\$48.82	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.45	\$104.86	\$104.86	\$129.27
Group 1	\$58.82	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$90.45	\$119.86	\$119.86	\$149.27
Truck Crane Assistant to Engineer	\$50.59	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$82.22	\$107.52	\$107.52	\$132.81
Assistant to Engineer	\$48.07	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.70	\$103.74	\$103.74	\$127.77
Group 2	\$56.84	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$88.47	\$116.89	\$116.89	\$145.31
Truck Crane Assistant to Engineer	\$50.34	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.97	\$107.14	\$107.14	\$132.31
Assistant to Engineer	\$47.79	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.42	\$103.32	\$103.32	\$127.21
Group 3	\$55.16	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$86.79	\$114.37	\$114.37	\$141.95
Truck Crane Assistant to Engineer	\$50.04	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.67	\$106.69	\$106.69	\$131.71
Hydraulic	\$49.61	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.24	\$106.05	\$106.05	\$130.85
Assistant to Engineer	\$47.53	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.16	\$102.93	\$102.93	\$126.69
Group 4	\$52.90	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$84.53	\$110.98	\$110.98	\$137.43
Group 5	\$51.43	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$83.06	\$108.78	\$108.78	\$134.49

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b Rate applies to the first 2 daily overtime hours and the first 8 hours on Saturday only. All other time is paid at the Sunday/Holiday overtime rate.

^c For Building Construction, see page 40B

^d Includes an amount for supplemental dues.

GROUP A-1

Cranes over 350 Tons
Derrick over 250 Tons
Self Propelled Boom Type Lifting Devices over 250 Tons

GROUP 1

Cranes over 100 tons
Derrick over 100 tons
Self Propelled Boom Type Lifting Device over 100 tons
Tower Crane

GROUP 2

Cranes over 45 tons up to and including 100 tons
Derrick, 100 tons and under
Self Propelled Boom Type Lifting Device, over 45 tons

GROUP 3

Cranes, 45 tons and under
Self Propelled Boom Type Lifting Device, 45 tons and under

GROUP 4

Chicago Boom
Forklift, 10 tons and over
Heavy Duty Repairman/Welder

GROUP 5

Boom Cat

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #PILE DRIVER (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)

DETERMINATION: NC-23-63-1-2020-2B

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other Payments	Hours ^d	Total Hourly Rate	Daily ^c 1 1/2X	Saturday ^a 1 1/2X	Sunday and Holiday 2X
Group A-1	\$53.39	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$85.02	\$111.72	\$111.72	\$138.41
Truck Crane Assistant to Engineer	\$46.41	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.04	\$101.25	\$101.25	\$124.45
Assistant to Engineer	\$44.13	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$75.76	\$97.83	\$97.83	\$119.89
Group 1	\$52.64	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$84.27	\$110.59	\$110.59	\$136.91
Truck Crane Assistant to Engineer	\$45.66	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.29	\$100.12	\$100.12	\$122.95
Assistant to Engineer	\$43.38	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$75.01	\$96.70	\$96.70	\$118.39
Group 2	\$50.82	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$82.45	\$107.86	\$107.86	\$133.27
Truck Crane Assistant to Engineer	\$45.41	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.04	\$99.75	\$99.75	\$122.45
Assistant to Engineer	\$43.11	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$74.74	\$96.30	\$96.30	\$117.85
Group 3	\$49.14	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.77	\$105.34	\$105.34	\$129.91
Truck Crane Assistant to Engineer	\$45.12	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$76.75	\$99.31	\$99.31	\$121.87
Assistant to Engineer	\$42.89	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$74.52	\$95.97	\$95.97	\$117.41
Group 4	\$47.37	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.00	\$102.69	\$102.69	\$126.37
Group 6	\$44.73	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$76.36	\$98.73	\$98.73	\$121.09
Group 8	\$42.50	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$74.13	\$95.38	\$95.38	\$116.63

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b Includes an amount for supplemental dues.

^c Rate applies to the first 2 daily overtime hours only. All other time is paid at the double time rate.

^d When three shifts are employed for five (5) or more consecutive days, seven and one-half (7 1/2) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

GROUP A-1

Cranes over 350 Tons
Derrick over 250 Tons
Self Propelled Boom Type Lifting Devices over 250 Tons

GROUP 1

Clamshells Over 7 Cu Yds
Derrick Barge Pedestal Mounted Over 100 Tons
Self Propelled Boom Type Lifting Device Over 100 Tons
Truck Crane Or Crawler, Land Or Barge Mounted Over 100 Tons

GROUP 2

Clamshells Up To And Including 7 Cu Yds
Derrick Barge Pedestal Mounted 45 Tons Up To And Including 100 Tons
Fundex F-12 Hydraulic Pile Rig
Self Propelled Boom Type Lifting Device Over 45 Tons
Truck Crane Or Crawler, Land Or Barge Mounted, Over 45 Tons
Up To And Including 100 Tons

GROUP 3

Derrick Barge Pedestal Mounted Under 45 Tons
Self Propelled Boom Type Lifting Device 45 Tons And Under
Shid/Scow Piledriver, Any Tonnage
Truck Crane Or Crawler, Land Or Barge Mounted 45 Tons And Under

GROUP 4

Assistant Operator
Forklift, 10 Tons And Over
Heavy Duty Repairman/Welder

GROUP 6

Deck Engineer

GROUP 8

Deckhand
Fireman

NOTE: For Special Single and Second Shift rates, please see page 47B.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**CRAFT: #PILE DRIVER (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)
(SPECIAL SINGLE AND SECOND SHIFT)**

DETERMINATION: NC-23-63-1-2020-2B

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other Payments	Hours	Total Hourly Rate	Daily ^c 1 1/2X	Saturday ^a 1 1/2X	Sunday and Holiday 2X
Group A-1	\$58.86	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$90.49	\$119.92	\$119.92	\$149.35
Truck Crane Assistant to Engineer	\$51.01	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$82.64	\$108.15	\$108.15	\$133.65
Assistant to Engineer	\$48.44	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.07	\$104.29	\$104.29	\$128.51
Group 1	\$58.11	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$89.74	\$118.80	\$118.80	\$147.85
Truck Crane Assistant to Engineer	\$50.26	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.89	\$107.02	\$107.02	\$132.15
Assistant to Engineer	\$47.69	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.32	\$103.17	\$103.17	\$127.01
Group 2	\$56.06	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$87.69	\$115.72	\$115.72	\$143.75
Truck Crane Assistant to Engineer	\$49.99	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.62	\$106.62	\$106.62	\$131.61
Assistant to Engineer	\$47.39	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.02	\$102.72	\$102.72	\$126.41
Group 3	\$54.18	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$85.81	\$112.90	\$112.90	\$139.99
Truck Crane Assistant to Engineer	\$49.66	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.29	\$106.12	\$106.12	\$130.95
Assistant to Engineer	\$47.15	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.78	\$102.36	\$102.36	\$125.93
Group 4	\$52.18	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$83.81	\$109.90	\$109.90	\$135.99
Group 6	\$49.21	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.84	\$105.45	\$105.45	\$130.05
Group 8	\$46.71	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.34	\$101.70	\$101.70	\$125.05

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b Includes an amount for supplemental dues.

^c Rate applies to the first 2 daily overtime hours only. All other time is paid at the double time rate.

GROUP A-1

Cranes over 350 Tons
Derrick over 250 Tons
Self Propelled Boom Type Lifting Devices over 250 Tons

GROUP 1

Clamshells Over 7 Cu Yds
Derrick Barge Pedestal Mounted Over 100 Tons
Self Propelled Boom Type Lifting Device Over 100 Tons
Truck Crane Or Crawler, Land Or Barge Mounted Over 100 Tons

GROUP 2

Clamshells Up To And Including 7 Cu Yds
Derrick Barge Pedestal Mounted 45 Tons Up To And Including 100 Tons
Fundex F-12 Hydraulic Pile Rig
Self Propelled Boom Type Lifting Device Over 45 Tons
Truck Crane Or Crawler, Land Or Barge Mounted, Over 45 Tons
Up To And Including 100 Tons

GROUP 3

Derrick Barge Pedestal Mounted Under 45 Tons
Self Propelled Boom Type Lifting Device 45 Tons And Under
Shid/Scow Piledriver, Any Tonnage
Truck Crane Or Crawler, Land Or Barge Mounted 45 Tons And Under

GROUP 4

Assistant Operator
Forklift, 10 Tons And Over
Heavy Duty Repairman/Welder

GROUP 6

Deck Engineer

GROUP 8

Deckhand
Fireman

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #PILE DRIVER (OPERATING ENGINEER-BUILDING CONSTRUCTION)^e

DETERMINATION: NC-23-63-1-2020-2B1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification ^b (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other Payments	Hours ^d	Total Hourly Rate	Daily 1 1/2X	Saturday ^a 1 1/2X	Sunday and Holiday 2X
Group A-1	\$51.91	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$83.54	\$109.50	\$109.50	\$135.45
Truck Crane Assistant to Engineer	\$45.26	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$76.89	\$99.52	\$99.52	\$122.15
Assistant to Engineer	\$43.09	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$74.72	\$96.27	\$96.27	\$117.81
Group 1	\$51.16	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$82.79	\$108.37	\$108.37	\$133.95
Truck Crane Assistant to Engineer	\$44.51	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$76.14	\$98.40	\$98.40	\$120.65
Assistant to Engineer	\$42.34	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$73.97	\$95.14	\$95.14	\$116.31
Group 2	\$49.45	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.08	\$105.81	\$105.81	\$130.53
Truck Crane Assistant to Engineer	\$44.28	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$75.91	\$98.05	\$98.05	\$120.19
Assistant to Engineer	\$42.09	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$73.72	\$94.77	\$94.77	\$115.81
Group 3	\$47.84	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.47	\$103.39	\$103.39	\$127.31
Truck Crane Assistant to Engineer	\$44.01	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$75.64	\$97.65	\$97.65	\$119.65
Assistant to Engineer	\$41.86	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$73.49	\$94.42	\$94.42	\$115.35
Group 4	\$46.14	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.77	\$100.84	\$100.84	\$123.91
Group 6	\$43.64	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$75.27	\$97.09	\$97.09	\$118.91
Group 8	\$41.50	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$73.13	\$93.88	\$93.88	\$114.63

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b For classifications within each group, see page 47.

^c Includes an amount for supplemental dues.

^d When three shifts are employed for five (5) or more consecutive days, seven and one-half (7 1/2) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

^e For total base bid project value of less than \$3,000,000 only. The Operating Engineer (Heavy and Highway Work) determination is applicable for all work \$3,000,000 and above. Where there is a published or advertised estimate of the construction costs of a project, such estimate shall determine the total base bid project value, for the purposes of the three million dollars (\$3,000,000) threshold.

NOTE: For Special Single and Second Shift rates, please see page 47C.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #PILE DRIVER (OPERATING ENGINEER-BUILDING CONSTRUCTION)^d
(SPECIAL SINGLE AND SECOND SHIFT)

DETERMINATION: NC-23-63-1-2020-2B1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification ^b (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^a 1 1/2X	Sunday and Holiday 2X
Group A-1	\$57.20	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$88.83	\$117.43	\$117.43	\$146.03
Truck Crane Assistant to Engineer	\$49.72	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.35	\$106.21	\$106.21	\$131.07
Assistant to Engineer	\$47.28	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.91	\$102.55	\$102.55	\$126.19
Group 1	\$56.45	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$88.08	\$116.31	\$116.31	\$144.53
Truck Crane Assistant to Engineer	\$48.97	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.60	\$105.09	\$105.09	\$129.57
Assistant to Engineer	\$46.53	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.16	\$101.43	\$101.43	\$124.69
Group 2	\$54.51	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$86.14	\$113.40	\$113.40	\$140.65
Truck Crane Assistant to Engineer	\$48.72	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.35	\$104.71	\$104.71	\$129.07
Assistant to Engineer	\$46.25	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.88	\$101.01	\$101.01	\$124.13
Group 3	\$52.72	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$84.35	\$110.71	\$110.71	\$137.07
Truck Crane Assistant to Engineer	\$48.41	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.04	\$104.25	\$104.25	\$128.45
Assistant to Engineer	\$45.98	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.61	\$100.60	\$100.60	\$123.59
Group 4	\$50.79	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$82.42	\$107.82	\$107.82	\$133.21
Group 6	\$47.98	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.61	\$103.60	\$103.60	\$127.59
Group 8	\$45.59	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.22	\$100.02	\$100.02	\$122.81

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Saturday in the same work week may be worked at straight-time rates if a job is shut down during the normal work week due to inclement weather.

^b For classifications within each group, see page 47.

^c Includes an amount for supplemental dues.

^d For total base bid project value of less than \$3,000,000 only. The Operating Engineer (Heavy and Highway Work) determination is applicable for all work \$3,000,000 and above. Where there is a published or advertised estimate of the construction costs of a project, such estimate shall determine the total base bid project value, for the purposes of the three million dollars (\$3,000,000) threshold.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #LABORER AND RELATED CLASSIFICATIONS

DETERMINATION: NC-23-102-1-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Marin, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification ^a (Journey person)	Basic Hourly Rate ^g	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Other Payments	Hours ^f	Total Hourly Rate	Daily 1 1/2X	Saturday ^b 1 1/2X	Sunday/ Holiday 2X
AREA 1 ^c											
Construction Specialist	33.50	9.00	12.96	3.05	0.50	0.28	8	59.29	76.04	76.04	92.79
Group 1; Group 1(B) ^e	32.80	9.00	12.96	3.05	0.50	0.28	8	58.59	74.99	74.99	91.39
Group 1 (A)	33.02	9.00	12.96	3.05	0.50	0.28	8	58.81	75.32	75.32	91.83
Group 1 (C)	32.85	9.00	12.96	3.05	0.50	0.28	8	58.64	75.07	75.07	91.49
Group 1 (E)	33.35	9.00	12.96	3.05	0.50	0.28	8	59.14	75.82	75.82	92.49
Group 1 (G)	33.00	9.00	12.96	3.05	0.50	0.28	8	58.79	75.29	75.29	91.79
Group 2	32.65	9.00	12.96	3.05	0.50	0.28	8	58.44	74.77	74.77	91.09
Group 3; Group 3(A)	32.55	9.00	12.96	3.05	0.50	0.28	8	58.34	74.62	74.62	90.89
Group 4; Group 6(B)	26.24	9.00	12.96	3.05	0.50	0.28	8	52.03	65.15 ^d	65.15 ^d	78.27 ^d
Group 6	33.76	9.00	12.96	3.05	0.50	0.28	8	59.55	76.43	76.43	93.31
Group 6 (A)	33.26	9.00	12.96	3.05	0.50	0.28	8	59.05	75.68	75.68	92.31
Group 6 (C)	32.67	9.00	12.96	3.05	0.50	0.28	8	58.46	74.80	74.80	91.13
Group 6 (D)	33.38	9.00	12.96	3.05	0.50	0.28	8	59.17	75.86	75.86	92.55
Group 6 (E)	32.40	9.00	12.96	3.05	0.50	0.28	8	58.19	74.39	74.39	90.59
Group 7 – Stage 1 (1 st 6 months)	22.79	9.00	12.96	3.05	0.50	0.28	8	48.58	59.97	59.97	71.37
Stage 2 (2 nd 6 months)	26.04	9.00	12.96	3.05	0.50	0.28	8	51.83	64.85	64.85	77.87
Stage 3 (3 rd 6 months)	29.30	9.00	12.96	3.05	0.50	0.28	8	55.09	69.73	69.73	84.39
AREA 2 ^c											
Construction Specialist	32.50	9.00	12.96	3.05	0.50	0.28	8	58.29	74.54	74.54	90.79
Group 1; Group 1(B) ^e	31.80	9.00	12.96	3.05	0.50	0.28	8	57.59	73.49	73.49	89.39
Group 1 (A)	32.02	9.00	12.96	3.05	0.50	0.28	8	57.81	73.82	73.82	89.83
Group 1 (C)	31.85	9.00	12.96	3.05	0.50	0.28	8	57.64	73.57	73.57	89.49
Group 1 (E)	32.35	9.00	12.96	3.05	0.50	0.28	8	58.14	74.32	74.32	90.49
Group 2	31.65	9.00	12.96	3.05	0.50	0.28	8	57.44	73.27	73.27	89.09
Group 3; Group 3(A)	31.55	9.00	12.96	3.05	0.50	0.28	8	57.34	73.12	73.12	88.89
Group 4; Group 6(B)	25.24	9.00	12.96	3.05	0.50	0.28	8	51.03	63.65 ^d	63.65 ^d	76.27 ^d
Group 6	32.76	9.00	12.96	3.05	0.50	0.28	8	58.55	74.93	74.93	91.31
Group 6 (A)	32.26	9.00	12.96	3.05	0.50	0.28	8	58.05	74.18	74.18	90.31
Group 6 (C)	31.67	9.00	12.96	3.05	0.50	0.28	8	57.46	73.30	73.30	89.13
Group 6 (D)	32.38	9.00	12.96	3.05	0.50	0.28	8	58.17	74.36	74.36	90.55
Group 6 (E)	31.40	9.00	12.96	3.05	0.50	0.28	8	57.19	72.89	72.89	88.59
Group 7 – Stage 1 (1 st 6 months)	22.09	9.00	12.96	3.05	0.50	0.28	8	47.88	58.92	58.92	69.97
Stage 2 (2 nd 6 months)	25.24	9.00	12.96	3.05	0.50	0.28	8	51.03	63.65	63.65	76.27
Stage 3 (3 rd 6 months)	28.40	9.00	12.96	3.05	0.50	0.28	8	54.19	68.38	68.38	82.59

PLEASE GO TO PAGE 50 FOR CLASSIFICATIONS WITHIN EACH GROUP

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

a GROUP 1(D) - MAINTENANCE OR REPAIR TRACKMEN AND ROAD BEDS AND ALL EMPLOYEES PERFORMING WORK COVERED BY THIS CLASSIFICATION SHALL RECEIVE \$0.25 PER HOUR ABOVE THEIR REGULAR RATE FOR ALL WORK PERFORMED ON UNDERGROUND STRUCTURES NOT SPECIFICALLY COVERED HEREIN. THIS SHALL NOT APPLY TO WORK BELOW GROUND LEVEL IN OPEN CUT. THIS SHALL APPLY TO CUT AND COVER WORK OF SUBWAY CONSTRUCTION AFTER TEMPORARY COVER HAS BEEN PLACED.

GROUP 1(H) - ALL LABORERS WORKING OFF OR WITH OR FROM BOS'N CHAIRS, SWINGING SCAFFOLDS, BELTS RECEIVE \$0.50 PER HOUR ABOVE THEIR APPLICABLE WAGE RATE. THIS SHALL NOT APPLY TO LABORERS ENTITLED TO RECEIVE THE WAGE RATE SET FORTH IN GROUP 1(A).

b SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORK WEEK DUE TO INCLEMENT WEATHER, MAJOR MECHANICAL BREAKDOWN OR LACK OF MATERIALS BEYOND THE CONTROL OF THE EMPLOYER.

c **AREA 1** - ALAMEDA, CONTRA COSTA, MARIN, SAN FRANCISCO, SAN MATEO, AND SANTA CLARA COUNTIES.

AREA 2 - ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MENDOCINO, MERCED, MODOC, MONTEREY, NAPA, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN BENITO, SAN JOAQUIN, SANTA CRUZ, SHASTA, SIERRA, SISKIYOU, SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO AND YUBA COUNTIES.

d SERVICE LANDSCAPE LABORER ON NEW CONSTRUCTION MAY WORK ANY FIVE (5) DAYS WITHIN A WEEK.

e GROUP 1(B) RECEIVES AN ADDITIONAL AMOUNT EACH DAY. SEE PAGE 50 FOR DETAILS.

f WHEN THREE SHIFTS ARE EMPLOYED FOR FIVE (5) OR MORE CONSECUTIVE DAYS, SEVEN AND ONE-HALF (7 ½) CONSECUTIVE HOURS (EXCLUSIVE OF MEAL PERIOD), SHALL CONSTITUTE A DAY OF WORK, FOR WHICH EIGHT (8) TIMES THE STRAIGHT TIME HOURLY RATE SHALL BE PAID AT THE NON-SHIFT WAGE RATE FOR THE SECOND SHIFT. THE THIRD SHIFT SHALL BE SEVEN (7) HOURS OF WORK FOR EIGHT (8) HOURS PAY AT THE NON-SHIFT WAGE RATE.

g ZONE PAY AT THREE DOLLARS (\$3.00) PER HOUR, FACTORED AT THE APPLICABLE OVERTIME MULTIPLE, WILL BE ADDED TO THE BASE RATE FOR WORK PERFORMED OUTSIDE THE FREE ZONE DESCRIBED BY THE BOUNDARIES ALONG TOWNSHIP AND RANGE LINES. PLEASE SEE TRAVEL AND SUBSISTENCE PROVISION FOR MAP DESCRIPTION AND EXCEPTIONS.

RECOGNIZED HOLIDAYS: HOLIDAYS UPON WHICH THE GENERAL PREVAILING HOURLY WAGE RATE FOR HOLIDAY WORK SHALL BE PAID, SHALL BE ALL HOLIDAYS IN THE COLLECTIVE BARGAINING AGREEMENT, APPLICABLE TO THE PARTICULAR CRAFT, CLASSIFICATION, OR TYPE OF WORKER EMPLOYED ON THE PROJECT, WHICH IS ON FILE WITH THE DIRECTOR OF INDUSTRIAL RELATIONS. IF THE PREVAILING RATE IS NOT BASED ON A COLLECTIVELY BARGAINED RATE, THE HOLIDAYS UPON WHICH THE PREVAILING RATE SHALL BE PAID SHALL BE AS PROVIDED IN SECTION 6700 OF THE GOVERNMENT CODE. YOU MAY OBTAIN THE HOLIDAY PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET AT [HTTP://WWW.DIR.CA.GOV/OPRL/DPREWAGEDETERMINATION.HTM](http://www.dir.ca.gov/OPRL/DPREWAGEDETERMINATION.HTM). HOLIDAY PROVISIONS FOR CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED BY CONTACTING THE OFFICE OF THE DIRECTOR – RESEARCH UNIT AT (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: IN ACCORDANCE WITH LABOR CODE SECTIONS 1773.1 AND 1773.9, CONTRACTORS SHALL MAKE TRAVEL AND/OR SUBSISTENCE PAYMENTS TO EACH WORKER TO EXECUTE THE WORK. YOU MAY OBTAIN THE TRAVEL AND/OR SUBSISTENCE PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET AT [HTTP://WWW.DIR.CA.GOV/OPRL/DPREWAGEDETERMINATION.HTM](http://www.dir.ca.gov/OPRL/DPREWAGEDETERMINATION.HTM). TRAVEL AND/OR SUBSISTENCE REQUIREMENTS FOR CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED BY CONTACTING THE OFFICE OF THE DIRECTOR – RESEARCH UNIT AT (415) 703-4774.

CONSTRUCTION SPECIALIST

ASPHALT IRONERS AND RAKERS
CHAINSAW
CONCRETE DIAMOND CHAINSAW
LASER BEAM IN CONNECTION WITH LABORER'S WORK
MASONRY AND PLASTER TENDER
MECHANICAL PIPE LAYER-ALL TYPES REGARDLESS OF TYPE OR METHOD OF POWER
CAST IN PLACE MANHOLE FORM SETTERS
PRESSURE PIPELAYERS
DAVIS TRENCHER – 300 OR SIMILAR TYPE (AND ALL SMALL TRENCHERS)
STATE LICENSED BLASTERS AS DESIGNATED
DIAMOND DRILLERS
DIAMOND CORE DRILLER
MULTIPLE UNIT DRILLS
HIGH SCALERS (INCLUDING DRILLING OF SAME)
HYDRAULIC DRILLS
CERTIFIED WELDER

GROUP 1 (FOR CONTRA COSTA COUNTY ONLY, USE GROUP 1 (G) FOR SOME OF THE FOLLOWING CLASSIFICATIONS)

ASPHALT SPREADER BOXES (ALL TYPES)
BARKO, WACKER AND SIMILAR TYPE TAMPERS
BUGGYMOBILE
CAULKERS, BANDERS, PIPEWRAPPERS, CONDUIT LAYERS, PLASTIC PIPE LAYERS
CERTIFIED ASBESTOS AND MOLD REMOVAL WORKER
CERTIFIED HAZARDOUS WASTE WORKER (INCLUDING LEAD ABATEMENT)
COMPACTORS OF ALL TYPES
CONCRETE AND MAGNESITE MIXER AND ½ YARD
CONCRETE PAN WORK
CONCRETE SANDERS, CONCRETE SAW
CRIBBERS AND/OR SHORING
CUT GRANITE CURB SETTER
DRI PAK-IT MACHINE
FALLER, LOGLOADER AND BUCKER
FORM RAISERS, SLIP FORMS
GREEN CUTTERS
HEADERBOARD MEN, HUBSETTERS, ALIGNERS BY ANY METHOD
HIGH PRESSURE BLOW PIPE (1-1/2" OR OVER, 100 LBS. PRESSURE/OVER)
HYDRO SEEDER AND SIMILAR TYPE
JACKHAMMER OPERATORS
JACKING OF PIPE OVER 12 INCHES
JACKSON AND SIMILAR TYPE COMPACTORS
KETTLEMEN, POTMEN, AND MEN APPLYING ASPHALT, LAY-KOLD, CREOSOTE, LIME, CAUSTIC AND SIMILAR TYPE MATERIALS (APPLYING MEANS APPLYING DIPPING, OR HANDLING OF SUCH MATERIALS)
LAGGING, SHEETING, WHALING, BRACING, TRENCH-JACKING, LAGGING HAMMER
MAGNESITE, EPOXY RESIN, FIBER GLASS AND MASTIC WORKERS (WET/DRY)
NO JOINT PIPE AND STRIPPING OF SAME, INCLUDING REPAIR OF VOIDS
PAVEMENT BREAKERS AND SPADERS, INCLUDING TOOL GRINDER
PERMA CURBS
PRECAST-MANHOLE SETTERS
PIPELAYERS (INCLUDING GRADE CHECKING IN CONNECTION WITH PIPELAYING)
PRESSURE PIPE TESTER
POST HOLE DIGGERS-AIR, GAS, AND ELECTRIC POWER BROOM SWEEPERS
POWER TAMPERS OF ALL TYPES, EXCEPT AS SHOWN IN GROUP 2
RAM SET GUN AND STUD GUN
RIPRAP-STONEPAVER AND ROCK-SLINGER, INCLUDING PLACING OF SACKED CONCRETE AND/OR SAND (WET OR DRY) AND GABIONS AND SIMILAR TYPE
ROTARY SCARIFIER OR MULTIPLE HEAD CONCRETE CHIPPING SCARIFIER
ROTO AND DITCH WITCH
ROTOTILLER
SAND BLASTERS, POTMEN, GUNMEN, AND NOZZLEMEN
SIGNALING AND RIGGING
SKILLED WRECKER (REMOVING AND SALVAGING OF SASH, WINDOWS, DOORS, PLUMBING AND ELECTRIC FIXTURES)
TANK CLEANERS
TREE CLIMBERS
TRENCHLESS TECHNOLOGY LABORER- PIPE INSTALLATION, BURSTING, RELINING, OR SIMILAR
TRENCHLESS LABORER'S WORK, CAMERA CONTROLLER, CCTV
TURBO BLASTER
VIBRA-SCREED-BULL FLOAT IN CONNECTION WITH LABORER'S WORK
VIBRATORS

GROUP 1 (A)

ALL WORK OF LOADING, PLACING AND BLASTING OF ALL POWDER & EXPLOSIVES OF WHATEVER TYPE, REGARDLESS OF METHOD USED FOR LOADING AND PLACING
JOY DRILL MODEL TWM-2A
GARDENER-DENVER MODEL DH 143 AND SIMILAR TYPE DRILLS
TRACK DRILLERS
JACK LEG DRILLERS
WAGON DRILLERS
MECHANICAL DRILLERS-ALL TYPES REGARDLESS OF TYPE OR METHOD OF POWER
BLASTERS AND POWDERMAN
TREE TOPPER
BIT GRINDER

GROUP 1 (B) -- SEE GROUP 1 RATES

SEWER CLEANERS (ANY WORKMEN WHO HANDLE OR COME IN CONTACT WITH RAW SEWAGE IN SMALL DIAMETER SEWERS) SHALL RECEIVE \$4.00 PER DAY ABOVE GROUP 1 WAGE RATES. THOSE WHO WORK INSIDE RECENTLY ACTIVE, LARGE DIAMETER SEWERS, AND ALL RECENTLY ACTIVE SEWER MANHOLES SHALL RECEIVE \$5.00 PER DAY ABOVE GROUP 1 WAGE RATES.

GROUP 1 (C)

BURNING AND WELDING IN CONNECTION WITH LABORER'S WORK
SYNTHETIC THERMOPLASTICS AND SIMILAR TYPE WELDING

GROUP 1 (D)

SEE FOOTNOTE A ON PAGE 49

GROUP 1 (E)

WORK ON AND/OR IN BELL HOLE FOOTINGS AND SHAFTS THEREOF, AND WORK ON AND IN DEEP FOOTINGS (DEEP FOOTINGS IS A HOLE 15 FEET OR MORE IN DEPTH)
SHAFT IS AN EXCAVATION OVER FIFTEEN (15) FEET DEEP OF ANY TYPE

GROUP 1 (G) APPLIES ONLY TO WORK IN CONTRA COSTA COUNTY

PIPELAYERS (INCLUDING GRADE CHECKING IN CONNECTION WITH PIPELAYING), CAULKERS, BANDERS, PIPEWRAPPERS, CONDUIT LAYERS, PLASTIC PIPE LAYER, PRESSURE PIPE TESTER, NO JOINT PIPE AND STRIPPING OF SAME, INCLUDING REPAIR OF VOIDS, PRECAST MANHOLE SETTERS, CAST IN PLACE MANHOLE FORM SETTERS IN CONTRA COSTA COUNTY ONLY

GROUP 1 (H)

SEE FOOTNOTE A ON PAGE 49

GROUP 2

ASPHALT SHOVELERS
CEMENT DUMPERS AND HANDLING DRY CEMENT OR GYPSUM
CHOKE-SETTER AND RIGGER (CLEARING WORK)
CONCRETE BUCKET DUMPER AND CHUTEMAN
CONCRETE CHIPPING AND GRINDING
CONCRETE LABORERS (WET OR DRY)
DRILLERS HELPER, CHUCK TENDER, NIPPER (ONE CHUCKTENDER ON SINGLE MACHINE OPERATION WITH MINIMUM OF ONE CHUCKTENDER FOR EACH TWO MACHINES ON MULTIPLE MACHINE OPERATION. JACKHAMMERS IN NO WAY INVOLVED IN THIS ITEM.)
GUINEA CHASER (STAKEMAN), GROUT CREW
HIGH PRESSURE NOZZLEMAN, ADDUCTORS
HYDRAULIC MONITOR (OVER 100 LBS. PRESSURE)
LOADING AND UNLOADING, CARRYING AND HANDLING OF ALL RODS AND MATERIALS FOR USE IN REINFORCING CONCRETE CONSTRUCTION
PITTSBURGH CHIPPER, AND SIMILAR TYPE BRUSH SHREDDERS
SEMI-SKILLED WRECKER (SALVAGING OF OTHER BUILDING MATERIALS) -- SEE ALSO SKILLED WRECKER (GROUP 1)
SLOPER
SINGLEFOOT, HAND HELD, PNEUMATIC TAMPER
ALL PNEUMATIC, AIR, GAS AND ELECTRIC TOOLS NOT LISTED IN GROUPS 1 THROUGH 1 (F)
JACKING OF PIPE-UNDER 12 INCHES

GROUP 3

CONSTRUCTION LABORERS INCLUDING BRIDGE LABORERS, GENERAL LABORERS AND CLEANUP LABORERS
DEMOLITION WORKER
DUMPMAN, LOAD SPOTTER
FLAGPERSON/PEDESTRIAN MONITOR
FIRE WATCHER
FENCE ERECTORS, INCLUDING TEMPORARY FENCING
GUARDRAIL ERECTORS
GARDENER, HORTICULTURAL AND LANDSCAPE LABORERS (SEE GROUP 4, FOR LANDSCAPE MAINTENANCE ON NEW CONSTRUCTION DURING PLANT ESTABLISHMENT PERIOD)
JETTING
LIMBERS, BRUSH LOADERS, AND PILERS
PAVEMENT MARKERS (BUTTON SETTERS)
PAVERS/INTERLOCKING PAVERS (ALL TYPES) AND INTERLOCKING PAVER MACHINES
MAINTENANCE, REPAIR TRACKMEN AND ROAD BEDS
STREETCAR AND RAILROAD CONSTRUCTION TRACK LABORERS
TEMPORARY AIR AND WATER LINES, VICTAULIC OR SIMILAR
TOOL ROOM ATTENDANT (JOBSITE ONLY)
TREE REMOVAL
WHEELBARROW, INCLUDING POWER DRIVEN

GROUP 3 (A) -- SEE GROUP 3 RATES

COMPOSITE CREW PERSON (OPERATION OF VEHICLES, WHEN IN CONJUNCTION WITH LABORER'S DUTIES)

GROUP 4

ALL FINAL CLEANUP OF DEBRIS, GROUNDS AND BUILDINGS NEAR THE COMPLETION OF THE PROJECT INCLUDING BUT NOT LIMITED TO STREET CLEANERS (NOT APPLICABLE TO ENGINEERING OR HEAVY HIGHWAY PROJECTS)
CLEANING AND WASHING WINDOWS (NEW CONSTRUCTION ONLY), SERVICE LANDSCAPE LABORERS (SUCH AS GARDENER, HORTICULTURE, MOWING, TRIMMING, REPLANTING, WATERING DURING PLANT ESTABLISHMENT PERIOD) ON NEW CONSTRUCTION
BRICK CLEANERS (JOB SITE ONLY)
MATERIAL CLEANERS (JOB SITE ONLY)

NOTE: AN ADDITIONAL DETERMINATION FOR LANDSCAPE MAINTENANCE WORK AFTER THE PLANT ESTABLISHMENT PERIOD OR WARRANTY PERIOD IS PUBLISHED ON PAGE 57 OF THESE GENERAL DETERMINATIONS.

GROUP 6

STRUCTURAL NOZZLEMAN

GROUP 6 (A)

NOZZLEMAN (INCLUDING GUNMAN, POTMAN)
RODMAN
GROUNDMAN

GROUP 6 (B) -- SEE GROUP 4 RATES

GUNITE TRAINEE (ONE GUNITE LABORER SHALL BE ALLOWED FOR EACH THREE (3) JOURNEYMAN (GROUP 6, 6A, 6C, OR GENERAL LABORER) ON A CREW. IN THE ABSENCE OF THE JOURNEYMAN, THE GUNITE TRAINEE RECEIVES THE JOURNEYMAN SCALE.).
NOTE: THIS RATIO APPLIES ONLY TO WORK ON THE SAME JOB SITE.

GROUP 6 (C)

REBOUNDMAN

GROUP 6 (D)

ALIGNER OF WIRE WINDING MACHINE IN CONNECTION WITH GUNITING OR SHOT CRETE

GROUP 6 (E)

ALIGNER HELPER OF WIRE WINDING MACHINE IN CONNECTION WITH GUNITING OR SHOT CRETE

GROUP 7

ENTRY LEVEL LANDSCAPE LABORER (RATIO FOR ENTRY LEVEL IS ONE IN THREE. AT LEAST ONE SECOND PERIOD ENTRY LEVEL AND AT LEAST ONE THIRD PERIOD ENTRY LEVEL MUST BE EMPLOYED BEFORE EMPLOYING ANOTHER FIRST PERIOD TRAINEE).
NOTE: THIS RATIO APPLIES ONLY TO WORK ON THE SAME JOB SITE.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #LABORER AND RELATED CLASSIFICATIONS (Special Single and Second Shift)

DETERMINATION: NC-23-102-1-2020-2A

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director-Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Marin, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification ^a (Journey person)	Basic Hourly Rate ^f	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^b 1 1/2X	Sunday/ Holiday 2X
AREA 1 ^c											
Construction Specialist	36.50	9.00	12.96	3.05	0.50	0.28	8	62.29	80.54	80.54	98.79
Group 1; Group 1(B) ^e	35.80	9.00	12.96	3.05	0.50	0.28	8	61.59	79.49	79.49	97.39
Group 1 (A)	36.02	9.00	12.96	3.05	0.50	0.28	8	61.81	79.82	79.82	97.83
Group 1 (C)	35.85	9.00	12.96	3.05	0.50	0.28	8	61.64	79.57	79.57	97.49
Group 1 (E)	36.35	9.00	12.96	3.05	0.50	0.28	8	62.14	80.32	80.32	98.49
Group 1 (G)	36.00	9.00	12.96	3.05	0.50	0.28	8	61.79	79.79	79.79	97.79
Group 2	35.65	9.00	12.96	3.05	0.50	0.28	8	61.44	79.27	79.27	97.09
Group 3; Group 3(A)	35.55	9.00	12.96	3.05	0.50	0.28	8	61.34	79.12	79.12	96.89
Group 4; Group 6(B)	29.24	9.00	12.96	3.05	0.50	0.28	8	55.03	69.65 ^d	69.65 ^d	84.27 ^d
Group 6	36.76	9.00	12.96	3.05	0.50	0.28	8	62.55	80.93	80.93	99.31
Group 6 (A)	36.26	9.00	12.96	3.05	0.50	0.28	8	62.05	80.18	80.18	98.31
Group 6 (C)	35.67	9.00	12.96	3.05	0.50	0.28	8	61.46	79.30	79.30	97.13
Group 6 (D)	36.38	9.00	12.96	3.05	0.50	0.28	8	62.17	80.36	80.36	98.55
Group 6 (E)	35.40	9.00	12.96	3.05	0.50	0.28	8	61.19	78.89	78.89	96.59
Group 7 – Stage 1 (1 st 6 months)	25.79	9.00	12.96	3.05	0.50	0.28	8	51.58	64.47	64.47	77.37
Stage 2 (2 nd 6 months)	29.04	9.00	12.96	3.05	0.50	0.28	8	54.83	69.35	69.35	83.87
Stage 3 (3 rd 6 months)	32.30	9.00	12.96	3.05	0.50	0.28	8	58.09	74.23	74.23	90.39
AREA 2 ^c											
Construction Specialist	35.50	9.00	12.96	3.05	0.50	0.28	8	61.29	79.04	79.04	96.79
Group 1; Group 1(B) ^e	34.80	9.00	12.96	3.05	0.50	0.28	8	60.59	77.99	77.99	95.39
Group 1 (A)	35.02	9.00	12.96	3.05	0.50	0.28	8	60.81	78.32	78.32	95.83
Group 1 (C)	34.85	9.00	12.96	3.05	0.50	0.28	8	60.64	78.07	78.07	95.49
Group 1 (E)	35.35	9.00	12.96	3.05	0.50	0.28	8	61.14	78.82	78.82	96.49
Group 2	34.65	9.00	12.96	3.05	0.50	0.28	8	60.44	77.77	77.77	95.09
Group 3; Group 3(A)	34.55	9.00	12.96	3.05	0.50	0.28	8	60.34	77.62	77.62	94.89
Group 4; Group 6(B)	28.24	9.00	12.96	3.05	0.50	0.28	8	54.03	68.15 ^d	68.15 ^d	82.27 ^d
Group 6	35.76	9.00	12.96	3.05	0.50	0.28	8	61.55	79.43	79.43	97.31
Group 6 (A)	35.26	9.00	12.96	3.05	0.50	0.28	8	61.05	78.68	78.68	96.31
Group 6 (C)	34.67	9.00	12.96	3.05	0.50	0.28	8	60.46	77.80	77.80	95.13
Group 6 (D)	35.38	9.00	12.96	3.05	0.50	0.28	8	61.17	78.86	78.86	96.55
Group 6 (E)	34.40	9.00	12.96	3.05	0.50	0.28	8	60.19	77.39	77.39	94.59
Group 7 – Stage 1 (1 st 6 months)	25.09	9.00	12.96	3.05	0.50	0.28	8	50.88	63.42	63.42	75.97
Stage 2 (2 nd 6 months)	28.24	9.00	12.96	3.05	0.50	0.28	8	54.03	68.15	68.15	82.27
Stage 3 (3 rd 6 months)	31.40	9.00	12.96	3.05	0.50	0.28	8	57.19	72.88	72.88	88.59

PLEASE GO TO PAGE 50 FOR CLASSIFICATIONS WITHIN EACH GROUP

[#] Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

- a GROUP 1(D) - MAINTENANCE OR REPAIR TRACKMEN AND ROAD BEDS AND ALL EMPLOYEES PERFORMING WORK COVERED BY THIS CLASSIFICATION SHALL RECEIVE \$0.25 PER HOUR ABOVE THEIR REGULAR RATE FOR ALL WORK PERFORMED ON UNDERGROUND STRUCTURES NOT SPECIFICALLY COVERED HEREIN. THIS SHALL NOT APPLY TO WORK BELOW GROUND LEVEL IN OPEN CUT. THIS SHALL APPLY TO CUT AND COVER WORK OF SUBWAY CONSTRUCTION AFTER TEMPORARY COVER HAS BEEN PLACED.
- GROUP 1(H) - ALL LABORERS WORKING OFF OR WITH OR FROM BOS'N CHAIRS, SWINGING SCAFFOLDS, BELTS RECEIVE \$0.50 PER HOUR ABOVE THEIR APPLICABLE WAGE RATE. THIS SHALL NOT APPLY TO LABORERS ENTITLED TO RECEIVE THE WAGE RATE SET FORTH IN GROUP 1(A).
- b SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORK WEEK DUE TO INCLEMENT WEATHER, MAJOR MECHANICAL BREAKDOWN OR LACK OF MATERIALS BEYOND THE CONTROL OF THE EMPLOYER.
- c **AREA 1** - ALAMEDA, CONTRA COSTA, MARIN, SAN FRANCISCO, SAN MATEO, AND SANTA CLARA COUNTIES.
AREA 2 - ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MENDOCINO, MERCED, MODOC, MONTEREY, NAPA, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN BENITO, SAN JOAQUIN, SANTA CRUZ, SHASTA, SIERRA, SISKIYOU, SOLANO, SONOMA, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO AND YUBA COUNTIES.
- d SERVICE LANDSCAPE LABORER ON NEW CONSTRUCTION MAY WORK ANY FIVE (5) DAYS WITHIN A WEEK.
- e GROUP 1(B) RECEIVES AN ADDITIONAL AMOUNT EACH DAY. SEE PAGE 50 FOR DETAILS.
- f ZONE PAY AT THREE DOLLARS (\$3.00) PER HOUR, FACTORED AT THE APPLICABLE OVERTIME MULTIPLE, WILL BE ADDED TO THE BASE RATE FOR WORK PERFORMED OUTSIDE THE FREE ZONE DESCRIBED BY THE BOUNDARIES ALONG TOWNSHIP AND RANGE LINES. PLEASE SEE TRAVEL AND SUBSISTENCE PROVISIONS FOR MAP DESCRIPTION AND EXCEPTIONS.

RECOGNIZED HOLIDAYS: HOLIDAYS UPON WHICH THE GENERAL PREVAILING HOURLY WAGE RATE FOR HOLIDAY WORK SHALL BE PAID, SHALL BE ALL HOLIDAYS IN THE COLLECTIVE BARGAINING AGREEMENT, APPLICABLE TO THE PARTICULAR CRAFT, CLASSIFICATION, OR TYPE OF WORKER EMPLOYED ON THE PROJECT, WHICH IS ON FILE WITH THE DIRECTOR OF INDUSTRIAL RELATIONS. IF THE PREVAILING RATE IS NOT BASED ON A COLLECTIVELY BARGAINED RATE, THE HOLIDAYS UPON WHICH THE PREVAILING RATE SHALL BE PAID SHALL BE AS PROVIDED IN SECTION 6700 OF THE GOVERNMENT CODE. YOU MAY OBTAIN THE HOLIDAY PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET AT [HTTP://WWW.DIR.CA.GOV/OPRL/DPREWAGEDETERMINATION.HTM](http://WWW.DIR.CA.GOV/OPRL/DPREWAGEDETERMINATION.HTM). HOLIDAY PROVISIONS FOR CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED BY CONTACTING THE OFFICE OF THE DIRECTOR – RESEARCH UNIT AT (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: IN ACCORDANCE WITH LABOR CODE SECTIONS 1773.1 AND 1773.9, CONTRACTORS SHALL MAKE TRAVEL AND/OR SUBSISTENCE PAYMENTS TO EACH WORKER TO EXECUTE THE WORK. YOU MAY OBTAIN THE TRAVEL AND/OR SUBSISTENCE PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET AT [HTTP://WWW.DIR.CA.GOV/OPRL/DPREWAGEDETERMINATION.HTM](http://WWW.DIR.CA.GOV/OPRL/DPREWAGEDETERMINATION.HTM). TRAVEL AND/OR SUBSISTENCE REQUIREMENTS FOR CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED BY CONTACTING THE OFFICE OF THE DIRECTOR – RESEARCH UNIT AT (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #TUNNEL WORKER (LABORER)

DETERMINATION: NC-23-102-11-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journey person)	Basic Hourly Rate	Employer Payments					Hours ^b	Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation/ Holiday ^a	Training	Other Payments		Hourly Rate	Total Hourly Rate	Daily 1 1/2X	Saturday ^c 1 1/2X	Sunday and Holiday
Diamond driller, groundman, gunite or shotcrete nozzleman	\$40.38	9.00	12.96	3.05	0.96	0.28	8	66.63	86.82	86.82		107.01
Rodman, shaft work and raise (below actual or excavated ground level)	\$40.15	9.00	12.96	3.05	0.96	0.28	8	66.40	86.48	86.48		106.55
Bit grinder, blaster, driller, powderman-heading, cherry pickerman-where car is lifted, concrete finisher in tunnel, concrete/screed man, grout pumpman and potman, gunite and shotcrete gunman and potman, headerman, high pressure nozzleman, miner-tunnel, including top and bottom man on shaft and raise work, nipper, nozzleman on slick line, sandblaster-potman (work assignment interchangeable)	\$39.90	9.00	12.96	3.05	0.96	0.28	8	66.15	86.10	86.10		106.05
Steel form raiser and setter, timberman, retimberman (wood or steel or substitute materials), tugger, cabletender, certified welder, chucktender, powderman-primer house	\$39.90	9.00	12.96	3.05	0.96	0.28	8	66.15	86.10	86.10		106.05
Vibratorman, pavement breaker, bull gang-mucker, trackman, concrete crew-including rodding and spreading	\$39.45	9.00	12.96	3.05	0.96	0.28	8	65.70	85.43	85.43		105.15
Dumpman (any method), grout crew, reboundman, swamper/brakeman, watchman	\$38.91	9.00	12.96	3.05	0.96	0.28	8	65.16	84.62	84.62		104.07

When designated by an employer, state licensed blaster receives \$1.00 per hour above miner's rate.

Note: Rates for tunnel workers working in compressed air as well as their support classifications are available by request. Please contact the Office of the Director - Research Unit at (415) 703-4774.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Includes an amount for supplemental dues.

^b Saturdays in the same work week may be worked at straight-time if job is shut down during the normal workweek due to inclement weather. Excludes Alameda, Contra Costa, and San Francisco Counties.

^c All work performed on Saturdays, Sundays and Holidays shall be paid for at double (2x) the regular time hourly rate, except maintenance work, in the counties of Alameda, Contra Costa, and San Francisco.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #TUNNEL WORKER (LABORER) (Special Single and Second Shift)

DETERMINATION: NC-23-102-11-2020-1A

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Employer Payments				Other Payments	Straight-Time Hours ^b	Total Hourly Rate	Overtime Hourly Rate		
			Pension	Vacation/ Holiday ^a	Training					Daily 1 1/2X	Saturday ^c 1 1/2X	Sunday and Holiday
Diamond driller, groundman, gunite or shotcrete nozzleman	\$43.38	9.00	12.96	3.05	0.96	0.28	8	69.63	91.32	91.32	113.01	
Rodman, shaft work and raise (below actual or excavated ground level)	\$43.15	9.00	12.96	3.05	0.96	0.28	8	69.40	90.98	90.98	112.55	
Bit grinder, blaster, driller, powderman-heading, cherry pickerman-where car is lifted, concrete finisher in tunnel, concrete/screed man, grout pumpman and potman, gunite and shotcrete gunman and potman, headerman, high pressure nozzleman, miner-tunnel, including top and bottom man on shaft and raise work, nipper, nozzleman on slick line, sandblaster-potman (work assignment interchangeable)	\$42.90	9.00	12.96	3.05	0.96	0.28	8	69.15	90.60	90.60	112.05	
Steel form raiser and setter, timberman, retimberman (wood or steel or substitute materials), tugger, cabletender, certified welder, chucktender, powderman-primer house	\$42.90	9.00	12.96	3.05	0.96	0.28	8	69.15	90.60	90.60	112.05	
Vibratorman, pavement breaker, bull gang-mucker, trackman, concrete crew-including rodding and spreading	\$42.45	9.00	12.96	3.05	0.96	0.28	8	68.70	89.93	89.93	111.15	
Dumpman (any method), grout crew, reboundman, swamper/brakeman, watchman	\$41.91	9.00	12.96	3.05	0.96	0.28	8	68.16	89.12	89.12	110.07	

When designated by an employer, state licensed blaster receives \$1.00 per hour above miner's rate.

Note: Rates for tunnel workers working in compressed air as well as their support classifications are available by request. Please contact the Office of the Director - Research Unit at (415) 703-4774.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @

<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Includes an amount for supplemental dues.

^b Saturdays in the same work week may be worked at straight-time if job is shut down during the normal workweek due to inclement weather. Excludes Alameda, Contra Costa, and San Francisco Counties.

^c All work performed on Saturdays, Sundays and Holidays shall be paid for at double (2x) the regular time hourly rate, except maintenance work, in the counties of Alameda, Contra Costa, and San Francisco.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # PARKING AND HIGHWAY IMPROVEMENT PAINTER (PAINTER) ^a

DETERMINATION: NC-200-X-17-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY: All localities within San Joaquin, Tuolumne, and Yolo counties.

CLASSIFICATION	Employer Payments						Straight-Time		Overtime Hourly Rate		
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday ^c	Training	Other	Hours	Total Hourly Rate	Daily 1 1/2X	2X	Holiday 2X
Striper; Layout and application of painted traffic stripes; hot thermo plastic; tape traffic stripes	^b 38.48	10.45	6.33	-	0.10	-	8	55.36	^d 74.60	93.84	93.84
Parking Lots, Gamecourts, Playgrounds	^b 32.71	10.45	6.33	-	0.10	-	8	49.59	^d 65.945	82.30	82.30
Protective Coating, Resurfacing, Pavement Sealing, Including Repair When Done in Conjunction With Pavement Sealing	^b 33.09	10.45	6.33	-	0.10	-	8	49.97	^d 66.515	83.06	83.06

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at

<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a The minimum rate of pay for traffic control work associated with parking and highway improvement projects is that of the Painter classifications for the craft of Parking and Highway Improvement Painter (Painter) in San Joaquin, Tuolumne, and Yolo Counties.

^b Includes an amount withheld for Dues Check-Off.

^c Included in Basic Hourly Rate (\$2.24). Rate applies to the first 9 years of employment only; \$2.63 per hour worked for 10 years or more.

^d Rate applies to first 4 overtime hours in any one day and for work in excess of 40 hours in any one designated work week. All other overtime is paid at the double time rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: SLURRY SEAL WORKER (LABORER)

DETERMINATION: NC-23-102-1B-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: March 31, 2021* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba Counties.

Classification (Journey person)	Basic Hourly Rate ^b	Employer Payments				Straight-Time		Overtime Hourly Rates		
		Health and Welfare	Pension	Vacation/ Holiday	Training	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^a 1 1/2X	Sunday/ Holiday 2X
Mixer Operator	\$39.02	9.00	10.00	3.05	0.10	8	\$61.17	\$80.68	\$80.68	\$100.19
Shuttle/Line Driver	33.02	9.00	10.00	3.05	0.10	8	55.17	71.68	71.68	88.19
Squeegee/Sealer	31.52	9.00	10.00	3.05	0.10	8	53.67	69.43	69.43	85.19
Utility-Maintenance Man	30.52	9.00	10.00	3.05	0.10	8	52.67	67.93	67.93	83.19

^a Saturdays in the same work week may be worked at straight-time if job is shut down during the normal work week due to inclement weather, major mechanical breakdown or lack of materials beyond the control of the employer.

^b Zone Pay at three dollars (\$3.00) per hour, factored at the applicable overtime multiplier, will be added to the base rate for work performed outside the Free Zone described by the boundaries along township and range lines. Please see travel and subsistence provision for map description and exceptions.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: ASBESTOS REMOVAL WORKER (LABORER)

DETERMINATION: NC-102-67-1-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification (Journey person)	<u>Employer Payments</u>						<u>Straight-Time</u>		<u>Overtime Hourly Rate</u>	
	Basic Hourly Rate	Health and Welfare	Pension	Vacation/ Holiday ^a	Training	Other Payments	Hours	Total Hourly Rate	1-1/2X ^b	Holiday ^c 2X
Asbestos Removal Specialist II	29.54	5.84	8.70	3.00	0.46	0.18	8	47.72	62.49	77.26
Asbestos Removal Specialist I	28.16	5.84	3.21	3.00	0.46	0.18	8	40.85	54.93	69.01
Asbestos Removal Worker	25.05	5.84	2.70	3.00	0.46	0.18	8	37.23	49.755	62.28

DETERMINATION: NC-102-67-1-2020-2A

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Lead Removal Worker ^d	33.07	9.50	12.40	2.75	0.65	0.22	8	58.59	75.125	91.66
Lead Removal Worker ^e	32.07	9.50	12.40	2.75	0.65	0.22	8	57.59	73.625	89.66

^a Includes an amount for Supplemental Dues.

^b Rate applies to the first 4 overtime hours in any workday or 40 hours in a workweek, and for the first 8 hours worked on the 7th consecutive day of work in a workweek. All work on Saturdays and Sundays shall be paid at the rate of one and one-half (1 1/2) times the regular rate of pay, unless the Saturday and Sunday work is part of an established workweek.

^c Rate applies to Holidays and to all hours worked in excess of 12 hours in any workday and for all hours worked in excess of 8 hours on the 7th consecutive day of work in a workweek.

^d Rate applies to all localities within Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo and Santa Clara Counties.

^e Rate applies to all localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Monterey, Nevada, Placer, Plumas, Sacramento, San Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba Counties.

(Recognized Holidays and Subsistence Payment footnotes listed on page 52C)

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NOTE: Asbestos Removal Workers must be trained and the work conducted according to the Code of Federal Regulations 29 CFR 1926.58, the California Labor Code 6501.5 and the California Code of Regulations, Title 8, Section 5208. Contractors must be certified by the Contractors' State License Board and registered with the Division of Occupational Safety and Health (DOSH). For further information, contact the Asbestos Contractors Abatement Registration Unit, DOSH at (916) 574-2993.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # CEMENT MASON

DETERMINATION: NC-23-203-1-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

CLASSIFICATION (JOURNEYPERSON)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours ^b	Total Hourly Rate	Daily 1 1/2X	Saturday ^c 1 1/2X	Sunday and Holiday
Cement Mason	\$39.20	8.60	11.41	5.95 ^a	0.60	0.10	8	65.86	85.46	85.46 ^d	105.06
Mastic Magnesite Gypsum, Epoxy, Polyester, Resin and all composition masons, swing or slip form scaffolds	\$40.20	8.60	11.41	5.95 ^a	0.60	0.10	8	66.86	86.96	86.96 ^d	107.06

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @ <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes an amount for supplemental dues.

^b Where multiple shifts are worked, the day shift shall work eight (8) hours and for such work they shall be paid the regular straight time rate for eight (8) hours; the second (2nd) shift shall work seven and one-half (7 ½) hours, and for such work they shall be paid the regular straight time rate for eight (8) hours; if a third (3rd) shift is worked, they shall work seven (7) hours and for such work they shall be paid eight (8) hours regular straight time pay. No multiple shift shall be started for less than five (5) consecutive days.

^c Saturdays in the same work week may be worked at straight time if a job is shut down during the normal work week due to inclement weather or major mechanical breakdown (limited to curb and gutter machine, concrete pump, and concrete plant).

^d Rate applies to the first 8 hours of work on Saturday. All other hours worked on Saturday are paid at the Sunday/Holiday rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # CEMENT MASON (SPECIAL SINGLE SHIFT)

DETERMINATION: NC-23-203-1A-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

CLASSIFICATION (JOURNEYPERSON)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^b 1 1/2X	Sunday and Holiday
Cement Mason	\$42.20	8.60	11.41	5.95 ^a	0.60	0.10	8	68.86	89.96	89.96 ^c	111.06
Mastic Magnesite Gypsum, Epoxy, Polyester, Resin and all composition masons, swing or slip form scaffolds	\$43.20	8.60	11.41	5.95 ^a	0.60	0.10	8	69.86	91.46	91.46 ^c	113.06

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @

<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>. To obtain any apprentice wage rates as of July 1, 2008 and prior to September 27, 2012, please contact the Division of Apprenticeship Standards or refer to the Division of Apprenticeship Standards' website at <http://www.dir.ca.gov/das/das.html>.

^a Includes an amount for supplemental dues.

^b Saturdays in the same work week may be worked at straight time if a job is shut down during the normal work week due to inclement weather or major mechanical breakdown (limited to curb and gutter machine, concrete pump, and concrete plant).

^c Rate applies to the first 8 hours of work on Saturday. All other hours worked on Saturday are paid at the Sunday/Holiday rate.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER

DETERMINATION: NC-63-3-9-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba counties.

CLASSIFICATION (JOURNEYPERSON)	Basic Hourly Rate	Health and Welfare ^a	Employer Payments				Straight-Time		Overtime Hourly Rate		
			Pension	Vacation and Holiday	Training	Other Payment	Hours	Total Hourly Rate	Daily ^b 1 1/2X	Saturday ^b 1 1/2X	Sunday/ Holiday 2X
Group 1	\$52.05	13.88	10.82	6.62	1.13	0.24	8	84.74	110.765	110.765	136.79
Group 2	50.05	13.88	10.82	6.62	1.13	0.24	8	82.74	107.765	107.765	132.79
Group 3	42.84	13.88	10.82	6.62	1.13	0.24	8	75.53	96.95	96.95	118.37
Group 4	36.87	13.88	10.82	6.62	1.13	0.24	8	69.56	87.995	87.995	106.43

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @

<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Amount shall be paid for all hours worked up to 173 hours per month.

^b Rate applies to the first 4 daily overtime hours, Monday through Friday, and the first 8 hours on Saturday. All other overtime is paid at the Sunday/Holiday overtime rate.

CLASSIFICATIONS:

Group 1	Group 2	Group 3	Group 4
ASNT Level II-III	AWS-CWI	Geotechnical Driller	ACI
DSA Masonry	ICC Certified Structural Inspector	Soils/Asphalt	Drillers Helper
DSA Shotcrete	NICET Level III	Earthwork Grading	ICC Fireproofing
Lead Inspector	Shear Wall/Floor System Inspector	Excavation and Backfill	NICET Level I
NICET Level IV	Building/Construction Inspector	NICET Level II	Proofload Testing
NDT Level Two			Torque Testing
			NACE
			NDT Level One

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at

<http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
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FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: #BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER (SECOND SHIFT)

DETERMINATION: NC-63-3-9-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit at (415) 703-4774 for the new rates after ten days after the expiration date if no subsequent determination is issued.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba counties.

CLASSIFICATION (JOURNEYPERSON)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare ^a	Pension	Vacation and Holiday	Training	Other Payment	Hours	Total Hourly Rate	Daily ^b 1 1/2X	Saturday ^b 1 1/2X	Sunday/ Holiday 2X
Group 1	\$58.56	13.88	10.82	6.62	1.13	0.24	8	91.25	120.53	120.53	149.81
Group 2	56.31	13.88	10.82	6.62	1.13	0.24	8	89.00	117.155	117.155	145.31
Group 3	48.20	13.88	10.82	6.62	1.13	0.24	8	80.89	104.99	104.99	129.09
Group 4	41.48	13.88	10.82	6.62	1.13	0.24	8	74.17	94.91	94.91	115.65

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet @

<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a Amount shall be paid for all hours worked up to 173 hours per month.

^b Rate applies to the first 4 daily overtime hours, Monday through Friday, and the first 8 hours on Saturday. All other overtime is paid at the Sunday/Holiday overtime rate.

CLASSIFICATIONS:

<u>Group 1</u>	<u>Group 2</u>	<u>Group 3</u>	<u>Group 4</u>
ASNT Level II-III	AWS-CWI	Geotechnical Driller	ACI
DSA Masonry	ICC Certified Structural Inspector	Soils/Asphalt	Drillers Helper
DSA Shotcrete	NICET Level III	Earthwork Grading	ICC Fireproofing
Lead Inspector	Shear Wall/Floor System Inspector	Excavation and Backfill	NICET Level I
NICET Level IV	Building/Construction Inspector	NICET Level II	Proofload Testing
NDT Level Two			Torque Testing
			NACE
			NDT Level One

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TEAMSTER (APPLIES ONLY TO WORK ON THE CONSTRUCTION SITE)

DETERMINATION: NC-23-261-1-2020-1

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification ^g (Journey person)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^b 1 1/2X	Sunday/ Holiday 2X
Group 1	\$33.95	\$19.19	\$7.35	\$2.30	\$0.90	^a \$0.63	8	\$64.32	\$81.30	\$81.30	\$98.27
Group 2	34.25	19.19	7.35	2.30	0.90	^a 0.63	8	64.62	81.75	81.75	98.87
Group 3	34.55	19.19	7.35	2.30	0.90	^a 0.63	8	64.92	82.20	82.20	99.47
Group 4	34.90	19.19	7.35	2.30	0.90	^a 0.63	8	65.27	82.72	82.72	100.17
Group 5	35.25	19.19	7.35	2.30	0.90	^a 0.63	8	65.62	83.25	83.25	100.87
Group 6	USE DUMP TRUCK YARDAGE RATE										
Group 7	USE APPROPRIATE RATE FOR THE POWER UNIT OR THE EQUIPMENT UTILIZED										
Group 8 (Trainee) ^c											
^d Step I – 1 st 1000 Hours											
^e Step II – 2 nd 1000 Hours											
^f Step III – 3 rd 1000 Hours											

^a Supplemental Dues and Contract Administration.

^b Saturday in the same work week may be worked at straight-time hourly rate if a job is shut down during the normal work week due to inclement weather or major mechanical breakdown, or lack of materials beyond the control of the Employer.

^c An individual employer may employ one (1) trainee for every four (4) journey level Teamsters actively employed. Individual employers with less than four (4) journey level Teamsters may utilize one (1) trainee; thereafter, one (1) for every four (4) journey level Teamsters.

^d Sixty-five percent (65%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

^e Seventy-five percent (75%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

^f Eighty-five percent (85%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

^g For classifications within each group, see page 56.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

DETERMINATION: NC-23-261-1-2020-1 and NC-23-261-1-2020-1A

CLASSIFICATIONS:

GROUP 1

Dump Trucks under 6 yards
Single Unit Flat Rack (2 axle unit)
Nipper Truck (When Flat Rack Truck is used appropriate Flat Rack shall apply)
Concrete pump truck (When Flat Rack Truck is used appropriate Flat Rack shall apply)
Concrete pump machine
Snow Buggy
Steam Cleaning
Bus or Manhaul Driver
Escort or Pilot Car Driver
Pickup Truck
Teamster Oiler/Greaser/and or Serviceman
Hook Tenders
Team Drivers
Warehouseman
Tool Room Attendant (Refineries)
Fork Lift and Lift Jitneys
Warehouse Clerk/Parts Man
Fuel and/or Grease Truck Driver or Fuelman
Truck Repair Helper
Fuel Island Attendant, or Combination Pit and/or Grease Rack and Fuel Island Attendant

GROUP 2

Dump Trucks 6 yards Under 8 yards
Transit Mixers through 10 yards
Water Trucks Under 7000 gals.
Jetting Trucks Under 7000 gals.
Single Unit flat rack (3 axle unit)
Highbed Heavy Duty Transport
Scissor Truck
Rubber Tired Muck Car (not self-loaded)
Rubber Tired Truck Jumbo
Winch Truck and "A" Frame Drivers
Combination Winch Truck With Hoist
Road Oil Truck or Bootman
Buggymobile
Ross, Hyster and similar Straddle Carrier
Small Rubber Tired Tractor
Truck Dispatcher

GROUP 3

Dump Trucks 8 yards and including 24 yards
Transit Mixers Over 10 yards
Water Trucks 7000 gals and over
Jetting Trucks 7000 gals and over
Vacuum Trucks under 7500 gals
Trucks Towing Tilt Bed or Flat Bed Pull Trailers
Heavy Duty Transport Tiller Man
Tire Repairman

GROUP 3 (continued)

Truck Mounted Self Propelled Street Sweeper with or without Self-Contained Refuse Bin and or Vacuum Unit
Boom Truck - Hydro-Lift or Swedish Type Extension or Retracting Crane
P.B. or Similar Type Self Loading Truck
Combination Bootman and Road Oiler
Dry Distribution Truck (A Bootman when employed on such equipment, shall receive the rate specified for the classification of Road Oil Trucks or Bootman)
Ammonia Nitrate Distributor, Driver and Mixer
Snow Go and/or Plow

GROUP 4

Dump Trucks over 25 yards and under 65 yards
Vacuum Trucks 7500 gals and over.
Truck Repairman
Water Pulls - DW 10s, 20s, 21s and other similar equipment when pulling Aqua/pak or Water Tank Trailers
Helicopter Pilots
Lowbed Heavy Duty Transport (up to and including 7 axles)
DW 10s, 20s, 21s and other similar Cat type, Terra Cobra, LeTourneau Pulls, Tournorocker, Euclid and similar type Equipment when pulling fuel and/or grease tank trailers or other miscellaneous trailers

GROUP 5

Dump Truck 65 yards and over
Holland Hauler
Lowbed Heavy Duty Transport (over 7 axles)

GROUP 6 (Use dump truck yardage rate)

Articulated Dump Truck
Bulk Cement Spreader (w/ or w/o Auger)
Dumpcrete Truck
Skid Truck (Debris Box)
Dry Pre-Batch Concrete Mix Trucks
Dumpster or Similar Type
Slurry Truck

GROUP 7 (Use appropriate Rate for the Power Unit or the Equipment Utilized)

Heater Planer
Asphalt Burner
Scarifier Burner
Fire Guard
Industrial Lift Truck (mechanical tailgate)
Utility and Clean-up Truck
Composite Crewman

GROUP 8

Trainee

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TEAMSTER (SPECIAL SINGLE SHIFT RATE)
(APPLIES ONLY TO WORK ON THE CONSTRUCTION SITE)

DETERMINATION: NC-23-261-1-2020-1A

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

LOCALITY: All Localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Classification ^g (Journey person)	Basic Hourly Rate	Employer Payments					Straight-Time		Overtime Hourly Rate		
		Health and Welfare	Pension	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily 1 1/2X	Saturday ^b 1 1/2X	Sunday/ Holiday 2X
Group 1	\$35.95	\$19.19	\$7.35	\$2.30	\$0.90	^a \$0.63	8	\$66.32	\$84.30	\$84.30	\$102.27
Group 2	36.25	19.19	7.35	2.30	0.90	^a 0.63	8	66.62	84.75	84.75	102.87
Group 3	36.55	19.19	7.35	2.30	0.90	^a 0.63	8	66.92	85.20	85.20	103.47
Group 4	36.90	19.19	7.35	2.30	0.90	^a 0.63	8	67.27	85.72	85.72	104.17
Group 5	37.25	19.19	7.35	2.30	0.90	^a 0.63	8	67.62	86.25	86.25	104.87
Group 6	USE DUMP TRUCK YARDAGE RATE										
Group 7	USE APPROPRIATE RATE FOR THE POWER UNIT OR THE EQUIPMENT UTILIZED										
Group 8 (Trainee) ^c											
^d Step I – 1 st 1000 Hours											
^e Step II – 2 nd 1000 Hours											
^f Step III – 3 rd 1000 Hours											

^a Supplemental Dues and Contract Administration.

^b Saturday in the same work week may be worked at straight-time hourly rate if a job is shut down during the normal work week due to inclement weather or major mechanical breakdown, or lack of materials beyond the control of the Employer.

^c An individual employer may employ one (1) trainee for every four (4) journey level Teamsters actively employed. Individual employers with less than four (4) journey level Teamsters may utilize one (1) trainee; thereafter, one (1) for every four (4) journey level Teamsters.

^d Sixty-five percent (65%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

^e Seventy-five percent (75%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

^f Eighty-five percent (85%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

^g For classifications within each group, see page 56.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/PreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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CRAFT: LANDSCAPE MAINTENANCE LABORER

(APPLIES ONLY TO ROUTINE LANDSCAPE MAINTENANCE WORK NOT NEW LANDSCAPE CONSTRUCTION)¹

DETERMINATION: NC-LML-2020-1

ISSUE DATE: February 22, 2020

EXPIRATION DATE OF DETERMINATION: March 31, 2020* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

LOCALITY:	Employer Payments						Straight -Time		Overtime
	Basic Hourly Rate	Health and Welfare	Pension	Vacation	Holiday	Training	Hours	Total Hourly Rate	1 1/2x
Alameda.....	13.00	0.43	-	^a 0.14	0.24	-	8	^b 13.81	^b 20.31
Alpine, El Dorado.....	13.00	-	-	0.12	0.14	-	8	13.26	19.76
	13.00	-	-	0.14	0.16	-	8	13.30	19.80
Amador.....	13.00	-	-	0.16	0.06	-	8	13.22	19.72
Butte, Glenn, and Plumas.....	13.00	0.16	-	^c 0.13	0.05	-	8	^b 13.34	^b 19.84
Calaveras.....	13.00	-	-	0.10	0.12	-	8	13.22	19.72
Colusa and Sutter.....	13.00	-	-	0.12	0.14	-	8	13.26	19.76
	13.00	-	-	0.14	0.16	-	8	13.30	19.80
Contra Costa.....	13.00	-	-	-	0.12	-	8	13.12	19.62
Del Norte and Humboldt.....	13.00	-	-	0.25	0.07	-	8	13.32	19.82
Fresno.....	13.00	-	-	0.11	-	-	8	13.11	19.61
	13.00	-	-	^d 0.19	0.19	-	8	^b 13.38	^b 19.88
Kings.....	13.00	-	-	^e 0.25	0.25	-	8	^b 13.50	^b 20.00
Lake and Mendocino.....	13.00	-	-	^f 0.13	0.03	-	8	^b 13.16	^b 19.66
	13.00	-	-	^g 0.14	0.03	-	8	^b 13.17	^b 19.67
Lassen, Modoc, Shasta, Siskiyou and Trinity	13.00	-	-	0.31	0.09	-	8	13.40	19.90
Madera, Mariposa and Merced....	13.00	-	-	0.115	0.115	-	8	13.23	19.73
Marin.....	13.00	-	-	-	0.12	-	8	13.12	19.62
Monterey.....	13.00	-	-	0.14	0.22	-	8	13.36	19.86
	13.00	-	-	0.16	0.25	-	8	13.41	19.91
Napa.....	13.00	-	-	^q 0.11	0.14	-	8	13.25	19.75
Nevada and Sierra.....	13.00	-	-	0.16	0.19	-	8	13.35	19.85
Placer.....	13.00	-	-	0.12	0.14	-	8	13.26	19.76
Sacramento.....	13.00	-	-	0.16	-	-	8	13.16	19.66
	13.00	-	-	0.15	-	-	8	13.15	19.65
San Benito.....	13.00	-	-	^h 0.15	0.18	-	8	^b 13.33	^b 19.83
San Francisco.....	13.00	-	-	0.17	0.17	-	8	13.34	19.84
San Joaquin.....	13.00	0.37	-	ⁱ 0.12	0.12	-	8	^b 13.61	^b 20.11
San Mateo.....	13.00	0.43	-	^j 0.12	0.14	-	8	^b 13.69	^b 20.19
	13.00	-	-	^k 0.13	0.17	-	8	^b 13.30	^b 19.80
Santa Clara.....	13.00	0.03	-	^l 0.13	0.18	-	8	^b 13.34	^b 19.84
Santa Cruz.....	13.00	-	-	0.16	-	-	8	13.16	19.66
	13.00	-	-	0.19	-	-	8	13.19	19.69
Solano.....	13.00	-	-	-	0.07	-	8	13.07	19.57
Sonoma.....	13.00	-	-	^m 0.13	0.16	-	8	^b 13.29	^b 19.79
	13.00	0.38	-	ⁿ 0.15	0.19	-	8	^b 13.72	^b 20.22
Stanislaus and Tuolumne.....	13.00	-	-	0.115	0.14	-	8	13.255	19.755
	13.00	-	-	^o 0.13	0.11	-	8	^b 13.24	^b 19.74
Tehama.....	13.00	-	-	0.12	0.19	-	8	13.31	19.81
Tulare.....	13.00	0.69	-	^p 0.12	-	-	8	^b 13.81	^b 20.31
Yolo.....	13.00	-	-	-	0.14	-	8	13.14	19.64
	13.00	-	-	-	0.19	-	8	13.19	19.69
Yuba.....	13.00	-	-	0.14	0.16	-	8	13.30	19.80

NOTE: If there are two rates, the first rate is for routine work, the second rate is for complex work.

- a. \$0.20 after 3 years of service; \$0.27 after 5 years of service.
- b. Computation is based on first years of employment. This rate should be increased by any applicable vacation increase as stated in other footnotes.
- c. \$0.25 after 7 years of service.
- d. \$0.38 after 3 years of service.
- e. \$0.37 after 5 years of service; \$0.49 after 15 years of service.
- f. \$0.19 after 1 year of service; \$0.25 after 2 years of service.
- g. \$0.22 after 1 year of service; \$0.29 after 2 years of service.
- h. \$0.31 after 5 years of service.
- i. \$0.24 after 5 years of service.
- j. \$0.23 after 2 years of service; \$0.35 after 6 years of service.
- k. \$0.26 after 1 year of service; \$0.39 after 5 years of service.
- l. \$0.27 after 1 year of service; \$0.40 after 5 years of service.
- m. \$0.26 after 7 years of service.
- n. \$0.31 after 3 years of service; \$0.46 after 7 years of service.
- o. \$0.27 after 3 years of service; \$0.40 after 5 years of service.
- p. \$0.23 after 2 years of service.
- q. \$0.23 after 7 years of service.

¹ This determination does not apply to work of a landscape laborer employed on landscape construction (work incidental to construction or post-construction maintenance during the plant installation and establishment period). The following is a description of the landscape work cover under this determination:

ROUTINE – mowing, watering, pruning, trimming, weeding, spraying, occasional planting and replacement of plants and janitorial work incidental to such landscape maintenance.

COMPLEX – servicing of irrigation and sprinkler systems, repairing of equipment use in such landscape maintenance.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: # TUNNEL/UNDERGROUND (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)

DETERMINATION: NC-23-63-1-2020-2C

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journey person)	Employer Payments						Hours ^e	Straight-Time		Overtime Hourly Rate			
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other Payments		Total Hourly Rate		Daily/ Saturday ^d 1 1/2X	Sunday and Holiday 2X		
Classification Group	Area 1 ^a	Area 2 ^b						Area 1 ^a	Area 2 ^b	Area 1 ^a	Area 2 ^b	Area 1 ^a	Area 2 ^b
<u>Underground Rate</u>													
Group 1-A	\$49.89	\$51.89	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.52	\$83.52	\$106.47	\$109.47	\$131.41
Group 1	\$47.42	\$49.42	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.05	\$81.05	\$102.76	\$105.76	\$126.47
Group 2	\$46.16	\$48.16	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.79	\$79.79	\$100.87	\$103.87	\$123.95
Group 3	\$44.83	\$46.83	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$76.46	\$78.46	\$98.88	\$101.88	\$121.29
Group 4	\$43.69	\$45.69	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$75.32	\$77.32	\$97.17	\$100.17	\$119.01
Group 5	\$42.55	\$44.55	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$74.18	\$76.18	\$95.46	\$98.46	\$116.73
<u>Shafts Stopes & Raises</u>													
Group 1-A	\$49.99	\$51.99	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.62	\$83.62	\$106.62	\$109.62	\$131.61
Group 1	\$47.52	\$49.52	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.15	\$81.15	\$102.91	\$105.91	\$126.67
Group 2	\$46.26	\$48.26	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$77.89	\$79.89	\$101.02	\$104.02	\$124.15
Group 3	\$44.93	\$46.93	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$76.56	\$78.56	\$99.03	\$102.03	\$121.49
Group 4	\$43.79	\$45.79	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$75.42	\$77.42	\$97.32	\$100.32	\$119.21
Group 5	\$42.65	\$44.65	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$74.28	\$76.28	\$95.61	\$98.61	\$116.93

CLASSIFICATIONS:

GROUP 1-A

Tunnel Bore Machine Operator - 20 feet in diameter or more

GROUP 1

Heading Shield Operator
Heavy Duty Repairman/Welder
Mucking Machine
Raised Bore Operator
Tunnel Mole Bore Operator
Tunnel Boring Machine Operator 10 ft up to 20 ft

GROUP 2

Combination Slusher and Motor Operator
Concrete Pump or Pumpcrete Guns
Power Jumbo Operator

GROUP 3

Drill Doctor
Mine or Shaft Hoist

GROUP 4

Combination Slurry Mixer Cleaner
Grouting Machine Operator
Motorman

GROUP 5

Bit Sharpener
Brakeman
Combination Mixer and Compressor (Gunite)
Compressor Operator
Assistant to Engineer
Pump Operator
Slusher Operator

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a **AREA 1** - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties.

^b **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties. (Portions of counties falling in each area detailed on page 41).

^c Includes an amount for supplemental dues.

^d Saturday in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather.

^e When three shifts are employed for five (5) or more consecutive days, seven and one-half (7 1/2) consecutive hours (exclusive of meal period), shall constitute a day of work, for which eight (8) times the straight time hourly rate shall be paid at the non-shift wage rate for the second shift. The third shift shall be seven (7) hours of work for eight (8) hours of pay at the non-shift wage rate.

NOTE: For Special Single and Second Shift rates, please see page 58A.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**CRAFT: # TUNNEL/UNDERGROUND (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)
(SPECIAL SINGLE AND SECOND SHIFT)**

DETERMINATION: NC-23-63-1-2020-2C

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 27, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

LOCALITY: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba counties.

Classification (Journeyperson)	Employer Payments							Straight-Time		Overtime Hourly Rate				
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other Payments	Hours	Total Hourly Rate	Daily/ Saturday ^d 1 1/2X	Sunday and Holiday 2X				
Classification Group	Area 1 ^a	Area 2 ^b						Area 1 ^a	Area 2 ^b	Area 1 ^a	Area 2 ^b	Area 1 ^a	Area 2 ^b	
<u>Underground Rate</u>														
Group 1-A	\$55.02	\$57.02	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$86.65	\$88.65	\$114.16	\$117.16	\$141.67	\$145.67
Group 1	\$52.23	\$54.23	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$83.86	\$85.86	\$109.98	\$112.98	\$136.09	\$140.09
Group 2	\$50.82	\$52.82	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$82.45	\$84.45	\$107.86	\$110.86	\$133.27	\$137.27
Group 3	\$49.34	\$51.34	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$80.97	\$82.97	\$105.64	\$108.64	\$130.31	\$134.31
Group 4	\$48.04	\$50.04	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.67	\$81.67	\$103.69	\$106.69	\$127.71	\$131.71
Group 5	\$46.77	\$48.77	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.40	\$80.40	\$101.79	\$104.79	\$125.17	\$129.17
<u>Shafts Stopes & Raises</u>														
Group 1-A	\$55.13	\$57.13	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$86.76	\$88.76	\$114.33	\$117.33	\$141.89	\$145.89
Group 1	\$52.34	\$54.34	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$83.97	\$85.97	\$110.14	\$113.14	\$136.31	\$140.31
Group 2	\$50.93	\$52.93	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$82.56	\$84.56	\$108.03	\$111.03	\$133.49	\$137.49
Group 3	\$49.45	\$51.45	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$81.08	\$83.08	\$105.81	\$108.81	\$130.53	\$134.53
Group 4	\$48.15	\$50.15	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$79.78	\$81.78	\$103.86	\$106.86	\$127.93	\$131.93
Group 5	\$46.88	\$48.88	\$13.88	\$10.78	\$4.77	\$1.07	\$1.13	8	\$78.51	\$80.51	\$101.95	\$104.95	\$125.39	\$129.39

CLASSIFICATIONS:

GROUP 1-A

Tunnel Bore Machine Operator - 20 feet in diameter or more

GROUP 1

Heading Shield Operator
Heavy Duty Repairman/Welder
Mucking Machine
Raised Bore Operator
Tunnel Mole Bore Operator
Tunnel Boring Machine Operator 10 ft up to 20 ft

GROUP 2

Combination Slusher and Motor Operator
Concrete Pump or Pumpcrete Guns
Power Jumbo Operator

GROUP 3

Drill Doctor
Mine or Shaft Hoist

GROUP 4

Combination Slurry Mixer Cleaner
Grouting Machine Operator
Motorman

GROUP 5

Bit Sharpener
Brakeman
Combination Mixer and Compressor (Gunite)
Compressor Operator
Assistant to Engineer
Pump Operator
Slusher Operator

Indicates an apprenticeable craft. The current apprentice wage rates are available on the Internet at <http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>.

^a **AREA 1** - Alameda, Butte, Contra Costa, Kings, Marin, Merced, Napa, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Stanislaus, Sutter, Yolo and Yuba counties; and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties.

^b **AREA 2** - Modoc, and portions of Alpine, Amador, Calaveras, Colusa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Lake, Lassen, Madera, Mariposa, Mendocino, Monterey, Nevada, Placer, Plumas, Shasta, Sierra, Siskiyou, Sonoma, Tehama, Tulare, Tuolumne and Trinity counties. (Portions of counties falling in each area detailed on page 41).

^c Includes an amount for supplemental dues.

^d Saturday in the same work week may be worked at straight-time if a job is shut down during the normal work week due to inclement weather.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the Internet at <http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: TREE MAINTENANCE¹ (LABORER)

(APPLIES ONLY TO ROUTINE TREE MAINTENANCE WORK, NOT CONSTRUCTION AND/OR LANDSCAPE CONSTRUCTION²)

DETERMINATION: NC-102-X-21-2020-2

ISSUE DATE: August 22, 2020

EXPIRATION DATE OF DETERMINATION: June 30, 2021** The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director – Research Unit for specific rates at (415) 703-4774.

Locality: All localities within Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Marin, Mariposa, Mendocino, Merced, Modoc, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

CLASSIFICATION(s) ^a (Journey person)	Employer Payments						Straight-Time		Overtime Hourly Rate	
	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily 1 1/2X ^b	Sunday/ Holiday 2X
AREA 1^c										
Senior Tree Trimmer	\$26.85	\$6.00	\$1.50	\$2.07	-	\$0.05	8	\$36.47	\$49.89	\$63.32
Tree Trimmer	\$23.85	\$6.00	\$1.50	\$1.87	-	\$0.05	8	\$33.27	\$45.19	\$57.12
Grounds person	\$20.85	\$6.00	\$1.50	\$1.72	-	\$0.05	8	\$30.12	\$40.54	\$50.97
AREA 2^c										
Senior Tree Trimmer	\$22.35	\$6.00	\$1.50	\$2.07	-	\$0.05	8	\$31.97	\$43.14	\$54.32
Tree Trimmer	\$20.85	\$6.00	\$1.50	\$1.87	-	\$0.05	8	\$30.27	\$40.69	\$51.12
Grounds person	\$18.85	\$6.00	\$1.50	\$1.72	-	\$0.05	8	\$28.12	\$37.54	\$46.97

^a There shall be at least one Senior Tree Trimmer on crews of three or more.

^b Monday thru Saturday shall constitute a workweek. Rate applies to first 4 overtime hours Monday thru Saturday, and all time worked in excess of forty (40) hours per workweek. All other time is paid at the Sunday and Holiday double-time rate.

^c **AREA 1** – MARIN, MONTEREY, NAPA, SAN BENITO, SAN FRANCISCO, SAN MATEO, SANTA CLARA, SANTA CRUZ, SOLANO, AND SONOMA COUNTIES.

AREA 2 – ALAMEDA, ALPINE, AMADOR, BUTTE, CALAVERAS, COLUSA, CONTRA COSTA, DEL NORTE, EL DORADO, FRESNO, GLENN, HUMBOLDT, KINGS, LAKE, LASSEN, MADERA, MARIPOSA, MENDOCINO, MERCED, MODOC, NEVADA, PLACER, PLUMAS, SACRAMENTO, SAN JOAQUIN, SHASTA, SIERRA, SISKIYOU, STANISLAUS, SUTTER, TEHAMA, TRINITY, TULARE, TUOLUMNE, YOLO, AND YUBA COUNTIES.

¹ This determination does not apply to the work of a landscape laborer employed on landscape construction (work incidental to construction or post-construction maintenance during the plant installation and establishment period) or to tree trimming work involving line clearance.

² This determination does not apply to tree trimming, removal, or planting work performed on construction or landscape construction contracts.

RECOGNIZED HOLIDAYS: Holidays upon which the general prevailing hourly wage rate for holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the internet at <http://www.dir.ca.gov/oprl/DPreWageDetermination.htm>. Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Attachment 3: DIR Prevailing Wage Determinations, San Francisco – Subtrades

LOCALITY: SAN FRANCISCO COUNTY
DETERMINATION: SFR-2020-2

DETERMINATION: SFR-2020-2				EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME HOURLY RATE				
CRAFT (JOURNEY LEVEL)		ISSUE DATE	EXPIRATION DATE	BASIC HOURLY RATE	HEALTH AND WELFARE	PENSION	VACATION/ HOLIDAY		TRAINING	OTHER PAYMENTS		HOURS	TOTAL HOURLY RATE	DAILY	SATURDAY	SUNDAY AND HOLIDAY
#	BRICKLAYER, BLOCKLAYER: BRICKLAYER, BLOCKLAYER, STONEMASON POINTER, CLEANER, CAULKER, WATERPROOFER	8/22/2020	04/30/2021**	A 44.650	10.750	14.460	B	3.000	0.800	C	1.890	D 8.0	75.550	E 99.380	E 99.380	123.200
		8/22/2020	06/30/2021**	A 52.750	10.750	12.970	F	-	1.580		0.430	D 8.0	78.480	104.860	G 104.860	131.230
#	BRICK TENDER	8/22/2020	06/30/2021**	H 37.240	9.000	12.530	F	-	0.450		0.300	8.0	59.520	I 78.140	I 78.140	96.760
#	CARPET, LINOLEUM, SOFT FLOOR LAYER FLOOR COVERING HANDLER AFTER 3 YEARS	2/22/2020	12/31/2020**	A 50.350	10.450	17.330	J	-	0.850		0.340	8.0	79.320	K 104.490	K 104.490	129.670
	FLOOR COVERING HANDLER LESS THAN 3 YEARS	2/22/2020	12/31/2020**	A 25.150	10.450	8.670	J	-	0.050		0.340	8.0	44.660	K 57.230	K 57.230	69.810
	FLOOR COVERING HANDLER TRAINEE, FIRST 3 MONTHS	2/22/2020	12/31/2020**	A 20.110	10.450	6.930	J	-	0.050		0.340	8.0	37.880	K 47.930	K 47.930	57.990
	FLOOR COVERING HANDLER TRAINEE, SECOND 3 MONTHS	2/22/2020	12/31/2020**	A 16.080	10.450	5.550	J	-	0.050		0.340	8.0	32.470	K 40.510	K 40.510	48.550
		2/22/2020	12/31/2020**	A 18.090	10.450	6.230	J	-	0.050		0.340	8.0	35.160	K 44.210	K 44.210	53.250
#	ELECTRICIAN: COMM & SYSTEM INSTALLER	2/22/2020	11/30/2020**	43.430	11.550	L 7.650		-	1.100	M	0.260	8.0	65.510	N 87.990	N 87.990	110.470
	COMM & SYSTEM TECH.	2/22/2020	11/30/2020**	49.940	11.550	L 7.650		-	1.100	M	0.260	8.0	72.250	N 98.090	N 98.090	123.940
	INSIDE WIREMAN	8/22/2020	05/31/2021**	78.000	15.980	O 18.520	F	-	1.085	P	0.380	Q 7.0	116.890	R 157.360	S 197.820	197.820
	CABLE SPLICER	8/22/2020	05/31/2021**	87.750	15.980	O 18.520	F	-	1.085	P	0.380	Q 7.0	127.010	R 172.530	S 218.050	218.050
#	FIELD SURVEYOR:															
T	CHIEF OF PARTY	2/22/2020	02/28/2021*	47.030	13.880	U 12.010	V	4.790	1.160		0.210	8.0	79.080	W 102.600	X 102.600	126.110
T	INSTRUMENTMAN	2/22/2020	02/28/2021*	43.940	13.880	U 12.010	V	4.790	1.160		0.210	8.0	75.990	W 97.960	X 97.960	119.930
T	CHAINMAN/RODMAN	2/22/2020	02/28/2021*	41.060	13.880	U 12.010	V	4.790	1.160		0.210	8.0	73.110	W 93.640	X 93.640	114.170
#	GLAZIER	8/22/2020	12/31/2020**	A 52.120	10.450	Z 19.050		-	1.050	AA	0.380	8.0	83.050	AB 109.110	135.170	135.170
# AC	MARBLE FINISHER	8/22/2020	07/31/2021**	AD 36.530	10.750	5.340	J	-	0.450		0.870	8.0	53.940	AE 72.210	90.470	90.470
# AC	MARBLE MASON	8/22/2020	07/31/2021**	AD 51.300	10.750	16.120	J	-	0.800		1.190	8.0	80.160	AE 105.810	131.460	131.460
#	PAINTER:															
AF	BRUSH AND SPRAY	2/22/2020	06/30/2020*	H 47.240	10.450	U 13.820	J	-	0.760		0.380	D 8.0	72.650	96.270	AG 96.270	119.890
AF	METALIZING AND THERMAL SPRAY	2/22/2020	06/30/2020*	H 51.240	10.450	U 13.820	J	-	0.760		0.380	D 8.0	76.650	102.270	AG 102.270	127.890
AH	INDUSTRIAL PAINTER	2/22/2020	06/30/2020*	H 48.740	10.450	U 13.820	J	-	0.760		0.380	D 8.0	74.150	98.520	AG 98.520	122.890
AF	SANDBLASTER, STEAM CLEANER, WATERBLASTER	2/22/2020	06/30/2020*	H 47.740	10.450	U 13.820	J	-	0.760		0.380	D 8.0	73.150	97.020	AG 97.020	120.890
AF	EXOTIC MATERIALS	2/22/2020	06/30/2020*	H 47.990	10.450	U 13.820	J	-	0.760		0.380	D 8.0	73.400	97.400	AG 97.400	121.390
AF	PAPERHANGER, WALLCOVERING, LEAD ABATEMENT	2/22/2020	06/30/2020*	H 48.240	10.450	U 13.820	J	-	0.760		0.380	D 8.0	73.650	97.770	AG 97.770	121.890
	TAPER	2/22/2020	12/31/2020**	AI 51.460	10.450	16.080	J	-	0.860		0.630	8.0	79.480	AJ 105.210	AJ 105.210	AG 130.940
#	PLASTERER	8/22/2020	06/30/2021*	AK 43.540	13.780	17.340	F	-	1.230		1.200	8.0	77.090	AL 95.860	AM 95.860	114.630
#	PLASTER TENDER	8/22/2020	06/30/2021**	36.230	9.000	14.320		4.910	0.500		0.450	8.0	65.410	K 83.530	K 83.530	101.640
#	PLUMBER:															
	PLUMBER, STEAMFITTER, REFRIGERATION FITTER (HVAC)	8/22/2020	06/30/2021**	AN 76.300	17.410	20.830	F	-	3.600	AO	2.910	7.0	121.050	AP 159.200	AQ 159.200	197.350
	PLUMBING SERVICE AND REPAIR AIR CONDITIONING & REFRIGERATION/HVAC - SERVICE WORK	8/22/2020	06/30/2021**	AN 64.860	16.560	18.650	F	-	2.340	AO	1.320	8.0	103.730	AR 136.160	AS 136.160	168.590
		8/22/2020	06/30/2021**	AN 76.300	17.410	20.830	F	-	3.600	AO	2.910	8.0	121.050	AR 159.200	AS 159.200	197.350
	LANDSCAPE/IRRIGATION PIPEFITTER	8/22/2020	06/30/2021**	A 64.860	16.560	AT 13.190	F	-	1.100		0.790	8.0	96.500	128.930	AU 128.930	161.360
	UNDERGROUND/UTILITY PIPEFITTER	8/22/2020	06/30/2021**	A 64.860	16.560	AT 13.190	F	-	1.100		0.790	8.0	96.500	128.930	AU 128.930	161.360
	SPRINKLER FITTER (FIRE PROTECTION AND FIRE CONTROL SYSTEMS)	8/22/2020	08/01/2021**	A 68.310	11.680	20.300	F	-	1.850		0.300	8.0	102.440	E 136.600	E 136.600	170.750
#	ROOFER	8/22/2020	07/31/2021*	40.800	10.610	8.450		3.580	0.600		0.830	8.0	64.870	AV 85.270	AV 85.270	105.670

LOCALITY: SAN FRANCISCO COUNTY
DETERMINATION: SFR-2020-2

DETERMINATION: SFR-2020-2					EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME HOURLY RATE										
CRAFT (JOURNEY LEVEL)		ISSUE DATE	EXPIRATION DATE	BASIC HOURLY RATE		HEALTH AND WELFARE		PENSION		VACATION/ HOLIDAY		TRAINING		OTHER PAYMENTS		HOURS	TOTAL HOURLY RATE	DAILY		SATURDAY		SUNDAY AND HOLIDAY	
#	BITUMASTIC, ENAMELER, PIPE WRAPPER, COAL TAR PITCH BUILD-UP MASTIC WORKER, KETTLEMAN (2 KETTLES WITHOUT PUMPS)	8/22/2020	07/31/2021*	42.800		10.610		8.450		3.580		0.600		0.830		8.0	66.870	AV	88.270	AV	88.270	109.670	
		8/22/2020	07/31/2021*	41.050		10.610		8.450		3.580		0.600		0.830		8.0	65.120	AV	85.640	AV	85.640	106.170	
		8/22/2020	06/27/2021**	H	64.060	AW	14.850	AX	29.740	F	-	1.530		0.710		7.0	110.890	AY	146.480	AY	146.480	182.070	
		8/22/2020	06/27/2021**	H	55.920	AW	14.850	AX	28.200	F	-	1.530		0.710		8.0	101.210	AZ	132.270	AZ	132.270	163.340	
		8/22/2020	06/27/2021**	H	43.950	BA	14.250	AX	15.480	F	-	1.430		0.710		8.0	75.820	BB	99.050	BB	99.050	122.270	
		8/22/2020	06/27/2021**	H	39.580	BA	14.250	AX	10.210	F	-	1.430		0.710		8.0	66.180	BB	86.770	BB	86.770	107.360	
		8/22/2020	06/27/2021**	H	34.680	BA	14.250	AX	4.910	F	-	1.410		0.710		8.0	55.960	AZ	73.840	AZ	73.840	91.720	
		8/22/2020	06/27/2021**	H	40.820	AW	14.250	AX	10.490	F	-	1.410		0.710		8.0	67.680	AZ	88.840	AZ	88.840	110.000	
#	BE TERRAZZO FINISHER	8/22/2020	06/30/2021**	H	44.450	AT	14.830	BC	20.400	F	-	BD	0.320	-	8.0	80.000	AZ	103.230	AZ	103.230	126.450		
		8/22/2020	06/30/2021**	BF	38.670	10.750		5.870		F	-	0.800		1.000		8.0	57.090	AZ	74.090	AZ	74.090	91.090	
#	BE TERRAZZO WORKER	8/22/2020	06/30/2021**	BF	50.660	10.750		15.370		F	-	0.800		1.220		8.0	78.800	AZ	101.050	AZ	101.050	123.300	
#	TILE FINISHER	8/22/2020	03/31/2021*	BG	30.220	10.310		5.300		1.000		0.820		1.060		8.0	48.710	63.820		D	63.820	78.930	
#	RED CIRCLED FINISHER	8/22/2020	03/31/2021*	BG	36.100	10.310		6.080		1.500		0.820		1.130		8.0	55.940	73.990		D	73.990	92.040	
	TILE SETTER	8/22/2020	03/31/2021*	BG	49.530	10.310		7.800		2.500		1.170		1.750		8.0	73.060	97.820		D	97.820	122.590	
	WATER WELL DRILLER	2/22/2020	03/31/2020*	13.000		3.200		0.780		BH	0.630	-		-		8.0	17.610	BI	24.110	BI	24.110	BI	24.110
	PUMP INSTALLER	2/22/2020	03/31/2020*	13.000		3.200		0.780		BH	0.630	-		-		8.0	17.610	BI	24.110	BI	24.110	BI	24.110
	HELPER	2/22/2020	03/31/2020*	13.000		3.200		0.780		BJ	0.520	-		-		8.0	17.500	BI	24.000	BI	24.000	BI	24.000
FOOTNOTES																							

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- * EFFECTIVE UNTIL SUPERSEDED BY A NEW DETERMINATION ISSUED BY THE DIRECTOR OF INDUSTRIAL RELATIONS. CONTACT THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT (415) 703-4774 FOR THE NEW RATES AFTER TEN DAYS AFTER THE EXPIRATION DATE IF NO SUBSEQUENT DETERMINATION IS ISSUED.
- ** THE RATE TO BE PAID FOR WORK PERFORMED AFTER THIS DATE HAS BEEN DETERMINED. IF WORK WILL EXTEND PAST THIS DATE, THE NEW RATE MUST BE PAID AND SHOULD BE INCORPORATED IN CONTRACTS ENTERED INTO NOW. CONTACT THE OFFICE OF THE DIRECTOR - RESEARCH UNIT FOR SPECIFIC RATES AT (415) 703-4774.
- # INDICATES AN APPRENTICEABLE CRAFT. THE CURRENT APPRENTICE WAGE RATES ARE AVAILABLE ON THE INTERNET @ [HTTPS://WWW.DIR.CA.GOV/OPRL/PWAPPWAGE/PWAPPWAGESTART.ASP](https://www.dir.ca.gov/OPRL/PWAPPWAGE/PWAPPWAGESTART.ASP).
- & THE BASIC HOURLY RATE AND EMPLOYER PAYMENTS ARE NOT TAKEN FROM A COLLECTIVE BARGAINING AGREEMENT FOR THIS CRAFT OR CLASSIFICATION.
- A INCLUDES AMOUNT WITHHELD FOR DUES CHECK OFF.
- B VACATION IS FACTORED AT THE APPLICABLE OVERTIME MULTIPLIER
- C INCLUDES AMOUNT FOR INDUSTRY PROMOTION FUND, INTERNATIONAL MASONRY INSTITUTE, LABOR MANAGEMENT COOPERATION COMMITTEE, AND VACATION TRUST FUND.
- D SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORKWEEK DUE TO INCLEMENT WEATHER.
- E RATE APPLIES TO THE FIRST 2 DAILY OVERTIME HOURS AND THE FIRST 10 HOURS ON SATURDAY; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.
- F INCLUDED IN STRAIGHT-TIME HOURLY RATE.
- G RATE APPLIES TO THE FIRST 8 HOURS WORKED ON SATURDAY. ALL OTHER HOURS ARE PAID AT THE SUNDAY/HOLIDAY RATE.
- H INCLUDES AMOUNT FOR VAC/HOL AND DUES CHECK OFF.
- I RATE APPLIES TO FIRST 2 DAILY OVERTIME HOURS AND THE FIRST 10 HOURS WORKED ON SATURDAY. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE. SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWNDURING THE NORMAL WORK WEEK DUE TO INCLEMENT WEATHER.
- J INCLUDED IN BASIC HOURLY RATE.
- K RATE APPLIES TO THE FIRST 4 DAILY OVERTIME HOURS AND THE FIRST 12 HOURS WORKED ON SATURDAY; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.
- L IN ADDITION, AN AMOUNT EQUAL TO 3% OF THE BASIC HOURLY RATE IS ADDED TO THE TOTAL HOURLY RATE AND OVERTIME HOURLY RATES FOR THE NATIONAL EMPLOYEES BENEFIT BOARD.
- M IN ADDITION, AN AMOUNT EQUAL TO 0.5% OF THE BASIC HOURLY RATE, WHICH IS FACTORED AT THE APPLICABLE OVERTIME MULTIPLIER, IS ADDED TO THE TOTAL HOURLY RATE AND OVERTIME HOURLY RATES.
- N RATE APPLIES TO THE FIRST 4 DAILY OVERTIME HOURS AND THE FIRST 8 HOURS WORKED ON SATURDAY. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME RATE.
IN ADDITION, AN AMOUNT EQUAL TO 3% OF THE BASIC HOURLY RATE IS ADDED TO THE TOTAL HOURLY RATE AND OVERTIME HOURLY RATES FOR THE NATIONAL EMPLOYEES BENEFIT BOARD.
- O PURSUANT TO LABOR CODE SECTIONS 1773.1 AND 1773.8, THE AMOUNT PAID FOR THIS EMPLOYER PAYMENT MAY VARY RESULTING IN A LOWER TAXABLE BASIC HOURLY WAGE RATE, BUT THE TOTAL HOURLY RATES FOR STRAIGHT TIME AND OVERTIME MAY NOT BE LESS THAN THE GENERAL PREVAILING RATE OF PER DIEM WAGES.
- P IN ADDITION, AN AMOUNT EQUAL TO .75% OF THE BASIC HOURLY RATE FOR THE ADMINISTRATIVE MAINTENANCE FUND IS ADDED TO THE TOTAL HOURLY RATE AND IS FACTORED INTO THE OVERTIME HOURLY RATE.
- Q 8 HOURS OF WORK IF MULTIPLE SHIFT IS WORKED.
- R RATE APPLIES TO THE FIRST 2 OVERTIME HOURS; ALL OTHER TIME IS PAID AT THE SATURDAY OVERTIME HOURLY RATE.
- S SEVEN HOURS ON SATURDAY MAY BE WORKED AT THE DAILY OVERTIME RATE PROVIDED NO OVERTIME HOUR IS WORKED DURING THE WEEK.
- T ALL CREWS, WITHOUT CONSIDERATION TO THE NUMBER OF INDIVIDUALS IN THE CREW, SHALL INCLUDE A CHIEF OF PARTY. A CREW CONSISTS OF ONE (1) OR MORE EMPLOYEES PERFORMING FIELD AND CONSTRUCTION SURVEY WORK.
- U INCLUDES AN AMOUNT PER HOUR WORKED FOR ANNUITY TRUST FUND.
- V INCLUDES AN AMOUNT PER HOUR WORKED FOR SUPPLEMENTAL DUES.
- W RATE APPLIES TO THE FIRST 4 DAILY OVERTIME HOURS, MONDAY THROUGH FRIDAY. ALL OTHER OVERTIME IS PAID AT THE SUNDAY/HOLIDAY RATE.
- X RATE APPLIES TO THE FIRST 12 OVERTIME HOURS WORKED. ALL OTHER OVERTIME IS PAID AT THE SUNDAY/HOLIDAY RATE. IN THE EVENT IT IS NOT REASONABLY POSSIBLE TO COMPLETE 40 HOURS OF WORK ON AN 8 HOUR DAY, MONDAY THROUGH FRIDAY, THEN THE BALANCE OF THE 40 HOURS, UP TO 8 HOURS, MAY BE WORKED ON SATURDAY AT THE STRAIGHT-TIME RATE.
- Y CERTIFIED MANIPULATOR WORK SHALL RECEIVE \$1.25 PER HOUR ABOVE THE BASIC WAGE RATE
- Z INCLUDES AN AMOUNT PER HOUR WORKED FOR IUPAT, IARP, AND RETIREE PENSION.
- AA INCLUDES AMOUNTS FOR INDUSTRY FUND, WORK PRESERVATION FUND, AND LABOR MANAGEMENT COOPERATION INITIATIVE
- AB RATE APPLIES TO THE FIRST 2 DAILY OVERTIME HOURS AND FIRST 8 HOURS WORKED ON DESIGNATED DAYS OFF; ALL OTHER TIME IS PAID AT THE SATURDAY, SUNDAY AND HOLIDAY OVERTIME RATE.
- AC EMPLOYEES WORKING ON ANY SUSPENDED PLATFORM/SCAFFFOLD SHALL BE PAID AN ADDITIONAL \$20.00 PER DAY ABOVE THE WAGE RATE.
- AD INCLUDES AN AMOUNT FOR DUES CHECK-OFF AND VACATION/HOLIDAY WHICH ARE FACTORED INTO OVERTIME RATES.
- AE RATE APPLIES TO FIRST 2 OVERTIME HOURS MONDAY THROUGH FRIDAY; ALL OTHER OVERTIME IS PAID AT THE DOUBLE TIME RATE.

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AF EMPLOYEES SHALL BE ENTITLED TO HIGH TIME PREMIUM WHENEVER THE WORK PERFORMED REQUIRES PERSONAL FALL RESTRAINTS TO BE WORN BY THE EMPLOYEE. THE AMOUNT OF THE PREMIUM SHALL BE AS FOLLOWS: AN ADDITIONAL \$2.00 PER HOUR ABOVE BASIC HOURLY RATE WHEN WORKING OVER 50 FEET ABOVE GROUND OR WATER LEVEL, \$4.00 PER HOUR WHEN WORKING FROM 100 TO 180 FEET AND \$6.00 PER HOUR WHEN WORKING OVER 180 FEET. EMPLOYEES SHALL BE ENTITLED TO \$3.00 PER HOUR ABOVE THE BASIC HOURLY RATE WHEN PERFORMING WORK FROM OR TO A SUSPENDED PLATFORM SUCH AS SAFESPAN, QUICKDECK OR COMPARABLE PLATFORM SYSTEMS ON BRIDGE AND OVERPASS TYPE WORK.

AG DESIGNATED DAYS OFF SHALL BE PAID AT THE SATURDAY OVERTIME RATE; PLEASE REFER TO THE HOLIDAY PROVISIONS FOR A LIST OF DESIGNATED DAYS OFF.

AH EMPLOYEES SHALL BE ENTITLED TO HIGH TIME PREMIUM WHENEVER THE WORK PERFORMED REQUIRES PERSONAL FALL RESTRAINTS TO BE WORN BY THE EMPLOYEE. THE AMOUNT OF THE PREMIUM SHALL BE AS FOLLOWS: AN ADDITIONAL \$4.00 PER HOUR WHEN WORKING FROM 100 TO 180 FEET ABOVE GROUND OR WATER LEVEL AND \$6.00 PER HOUR WHEN WORKING OVER 180 FEET. EMPLOYEES SHALL BE ENTITLED TO \$3.00 PER HOUR ABOVE THE BASIC HOURLY RATE WHEN PERFORMING WORK FROM OR TO A SUSPENDED PLATFORM SUCH AS SAFESPAN, QUICKDECK OR COMPARABLE PLATFORM SYSTEMS ON BRIDGE AND OVERPASS TYPE WORK.

AI INCLUDES AMOUNTS FOR VACATION AND DUES CHECK OFF

AJ RATE APPLIES TO THE FIRST 4 DAILY OVERTIME HOURS AND THE FIRST 12 HOURS WORKED ON SATURDAY. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME RATE. SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORKWEEK DUE TO INCLEMENT WEATHER.

AK INCLUDE AMOUNTS WITHHELD FOR DUES CHECK OFF AND VACATION WHICH IS NOT FACTORED INTO OVERTIME. EMPLOYEES OPERATING AND WORKING BEHIND PLASTER GUNS SHALL RECEIVE AN ADDITIONAL \$5.00 PER DAY ABOVE THE WAGE RATE. EMPLOYEES WORKING ON AN EXTERIOR SUSPENDED SCAFFOLD SHALL BE PAID AN ADDITIONAL \$10.00 PER DAY ABOVE THE WAGE RATE.

AL RATE APPLIES TO THE FIRST 4 OVERTIME HOURS MONDAY THROUGH FRIDAY AND THE FIRST 8 HOURS WORKED ON SATURDAYS AND DESIGNATED DAYS OFF. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME RATE.

AM RATE APPLIES TO THE FIRST 4 OVERTIME HOURS MONDAY THROUGH FRIDAY AND THE FIRST 8 HOURS WORKED ON SATURDAYS AND DESIGNATED DAYS OFF. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME RATE. SATURDAYS IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF JOB IS SHUT DOWN DURING THE NORMAL WORKWEEK DUE TO INCLEMENT WEATHER.

AN INCLUDES AN AMOUNT FOR VACATION/HOLIDAY.

AO INCLUDES FUNDS FOR SUB/JURY DUTY, CRAFT, CONTRACT ADMINISTRATION/HIRING HALL, JURISDICTIONAL PROTECTION AND SCHOLARSHIP.

AP RATE APPLIES TO THE FIRST 2 DAILY OVERTIME HOURS AND THE FIRST 9 HOURS ON SATURDAY ONLY. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.

AQ THE FIRST 9 HOURS WORKED ON SATURDAY SHALL BE PAID AT TIME AND ONE-HALF.

AR RATE APPLIES TO THE FIRST 2 OVERTIME HOURS ONLY; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.

AS RATE APPLIES TO THE FIRST 10 HOURS WORKED ON SATURDAY. ALL OTHER HOURS ARE PAID AT THE SUNDAY/HOLIDAY RATE.

AT PURSUANT TO LABOR CODE SECTIONS 1773.1 AND 1773.8, THE AMOUNT PAID FOR THIS EMPLOYER PAYMENT MAY VARY RESULTING IN A LOWER TAXABLE BASIC HOURLY WAGE RATE, BUT THE TOTAL HOURLY RATES FOR STRAIGHT TIME AND OVERTIME MAY NOT BE LESS THAN THE GENERAL PREVAILING RATE OF PER DIEM WAGES.

AU RATE APPLIES TO THE FIRST 8 HOURS WORKED; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.

AV RATE APPLIES FOR THE FIRST 4 OVERTIME HOURS MONDAY THROUGH FRIDAY AND THE FIRST 12 HOURS WORKED ON SATURDAY. ALL OTHER TIME IS PAID AT THE SUNDAY/HOLIDAY RATE. IN THE EVENT THAT CONDITIONS OVER WHICH THE ROOFING CONTRACTOR HAS NO CONTROL (I.E. ADVERSE WEATHER, PROJECT DELAYS, LOGISTICAL PROBLEMS, GENERAL CONTRACTOR OR BUILDING OWNER REQUIREMENTS, ETC.) PREVENT EMPLOYEES FROM WORKING ON ONE OR MORE DAYS DURING THE REGULAR WORK WEEK, WORK PERFORMED ON SATURDAY MAY BE PAID AT THE STRAIGHT TIME RATES.

AW INCLUDES SMOHIT AND SHC. EFFECTIVE 1/1/2013, PURSUANT TO LABOR CODE SECTIONS 1773.1 AND 1773.8, THE AMOUNT PAID FOR THIS EMPLOYER PAYMENT MAY VARY RESULTING IN A LOWER TAXABLE BASIC HOURLY WAGE RATE, BUT THE TOTAL HOURLY RATES FOR STRAIGHT TIME AND OVERTIME MAY NOT BE LESS THAN THE GENERAL PREVAILING RATE OF PER DIEM WAGES.

AX INCLUDES AN AMOUNT FOR PENSION WHICH IS FACTORED AT THE APPLICABLE OVERTIME MULTIPLIER. PURSUANT TO LABOR CODE SECTIONS 1773.1 AND 1773.8, THE AMOUNT PAID FOR THIS EMPLOYER PAYMENT MAY VARY RESULTING IN A LOWER TAXABLE BASIC HOURLY WAGE RATE, BUT THE TOTAL HOURLY RATES FOR STRAIGHT TIME AND OVERTIME MAY NOT BE LESS THAN THE GENERAL PREVAILING RATE OF PER DIEM WAGES.

AY RATE APPLIES TO THE FIRST 2 DAILY OVERTIME HOURS AND THE FIRST 7 HOURS ON SATURDAY ONLY; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.

AZ RATE APPLIES TO THE FIRST 2 DAILY OVERTIME HOURS AND THE FIRST 8 HOURS ON SATURDAY ONLY; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.

BA INCLUDES SHC. EFFECTIVE 1/1/2013, PURSUANT TO LABOR CODE SECTIONS 1773.1 AND 1773.8, THE AMOUNT PAID FOR THIS EMPLOYER PAYMENT MAY VARY RESULTING IN A LOWER TAXABLE BASIC HOURLY WAGE RATE, BUT THE TOTAL HOURLY RATES FOR STRAIGHT TIME AND OVERTIME MAY NOT BE LESS THAN THE GENERAL PREVAILING RATE OF PER DIEM WAGES.

BB RATE APPLIES TO FIRST 4 DAILY OVERTIME HOURS AND THE FIRST 8 HOURS WORKED ON SATURDAY DURING THE EMPLOYEES NORMAL WORKING HOURS. ALL OTHER OVERTIME HOURS SHALL BE PAID AT THE SUNDAY AND HOLIDAY DOUBLE TIME RATE.

BC INCLUDES AN AMOUNT FOR PENSION FACTORED AT THE OVERTIME MULTIPLIER RATE.

BD INCLUDES \$0.05 FOR SCHOLAR FUND.

BE THE RATIO OF TERRAZZO FINISHER HOURS TO TERRAZZO WORKER HOURS SHALL NOT EXCEED TWO (2) TO ONE (1).

BF INCLUDES AN AMOUNT FOR VACATION/DUES CHECK OFF WHICH IS NOT FACTORED IN THE OVERTIME RATES.

BG INCLUDES AMOUNT WITHHELD FOR DUES CHECK OFF, WHICH IS FACTORED IN THE OVERTIME RATES. ANY EMPLOYEE WORKING UNDERGROUND SHALL RECEIVE \$1.00 PER HOUR IN ADDITION TO REGULAR WAGES.

BH RATE APPLIES TO FIRST YEAR OF EMPLOYMENT ONLY; \$0.88 AFTER 2 YEARS OF EMPLOYMENT.

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- BI RATE APPLIES TO ALL TIME WORKED IN EXCESS OF 8 HOURS PER DAY OR 40 HOURS PER WEEK AND FOR ALL HOURS ON SUNDAYS AND HOLIDAYS. RATE DOES NOT INCLUDE ANY ADDITIONAL AMOUNT THAT MAY BE REQUIRED FOR VACATION/HOLIDAY PAYMENT.
- BJ RATE APPLIES TO FIRST YEAR OF EMPLOYMENT ONLY; \$0.72 AFTER 2 YEARS OF EMPLOYMENT.

RECOGNIZED HOLIDAYS: HOLIDAYS UPON WHICH THE GENERAL PREVAILING HOURLY WAGE RATE FOR HOLIDAY WORK SHALL BE PAID, SHALL BE ALL HOLIDAYS IN THE COLLECTIVE BARGAINING AGREEMENT, APPLICABLE TO THE PARTICULAR CRAFT, CLASSIFICATION, OR TYPE OF WORKER EMPLOYED ON THE PROJECT, WHICH IS ON FILE WITH THE DIRECTOR OF INDUSTRIAL RELATIONS. IF THE PREVAILING RATE IS NOT BASED ON A COLLECTIVELY BARGAINED RATE, THE HOLIDAYS UPON WHICH THE PREVAILING RATE SHALL BE PAID SHALL BE AS PROVIDED IN SECTION 6700 OF THE GOVERNMENT CODE. YOU MAY OBTAIN THE HOLIDAY PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET AT [HTTP://WWW.DIR.CA.GOV/OPRL/DPREWAGEDETERMINATION.HTM](http://www.dir.ca.gov/oprl/dprewagedetermination.htm). HOLIDAY PROVISIONS FOR CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED BY CONTACTING THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE PAYMENT: IN ACCORDANCE WITH LABOR CODE SECTIONS 1773.1 AND 1773.9, CONTRACTORS SHALL MAKE TRAVEL AND/OR SUBSISTENCE PAYMENTS TO EACH WORKER TO EXECUTE THE WORK. YOU MAY OBTAIN THE TRAVEL AND/OR SUBSISTENCE PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET @ [HTTP://WWW.DIR.CA.GOV/OPRL/DPREWAGEDETERMINATION.HTM](http://www.dir.ca.gov/oprl/dprewagedetermination.htm). TRAVEL AND/OR SUBSISTENCE REQUIREMENTS FOR CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED FROM THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT (415) 703-4774.

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DETERMINATION: SFR-2020-2			INCREASE 1			INCREASE 2			INCREASE 3			INCREASE 4			INCREASE 5			INCREASE 6			INCREASE 7			INCREASE 8		
CRAFT (JOURNEY LEVEL)	ISSUE DATE	EXPIRATION DATE	DATE OF NEXT CHANGE	AMOUNT OF INCREASE		DATE OF NEXT CHANGE	AMOUNT OF INCREASE		DATE OF NEXT CHANGE	AMOUNT OF INCREASE		DATE OF NEXT CHANGE	AMOUNT OF INCREASE		DATE OF NEXT CHANGE	AMOUNT OF INCREASE		DATE OF NEXT CHANGE	AMOUNT OF INCREASE		DATE OF NEXT CHANGE	AMOUNT OF INCREASE		DATE OF NEXT CHANGE	AMOUNT OF INCREASE	
BRICKLAYER, BLOCKLAYER: BRICKLAYER, BLOCKLAYER, STONEMASON POINTER, CLEANER, CAULKER, WATERPROOFER	8/22/2020	04/30/2021**	5/1/2021	\$2.85	A																					
	8/22/2020	06/30/2021**	7/1/2021	\$2.50	A	7/1/2022	\$2.50	A																		
BRICK TENDER	8/22/2020	06/30/2021**	7/1/2021	\$1.95	A	7/1/2022	\$2.00	A																		
CARPET, LINOLEUM, SOFT FLOOR LAYER FLOOR COVERING HANDLER AFTER 3 YEARS FLOOR COVERING HANDLER LESS THAN 3 YEARS FLOOR COVERING HANDLER TRAINEE, FIRST 3 MONTHS FLOOR COVERING HANDLER TRAINEE, SECOND 3 MONTHS	2/22/2020	12/31/2020**	1/1/2021	\$3.00	A	1/1/2022	\$3.00	A																		
	2/22/2020	12/31/2020**	1/1/2021	\$1.50	A	1/1/2022	\$1.50	A																		
	2/22/2020	12/31/2020**	1/1/2021	\$1.20	A	1/1/2022	\$1.20	A																		
	2/22/2020	12/31/2020**	1/1/2021	\$0.96	A	1/1/2022	\$0.96	A																		
	2/22/2020	12/31/2020**	1/1/2021	\$1.08	A	1/1/2022	\$1.08	A																		
ELECTRICIAN: COMM & SYSTEM INSTALLER COMM & SYSTEM TECH. INSIDE WIREMAN CABLE SPLICER	2/22/2020	11/30/2020**	12/1/2020	\$4.00	A	12/1/2021	\$4.00	A																		
	2/22/2020	11/30/2020**	12/1/2020	\$4.00	A	12/1/2021	\$4.00	A																		
	8/22/2020	05/31/2021**	6/1/2021	\$5.25	A																					
	8/22/2020	05/31/2021**	6/1/2021	\$5.25	A																					
B GLAZIER	8/22/2020	12/31/2020**	1/1/2021	\$1.50	A																					
C MARBLE FINISHER	8/22/2020	07/31/2021**	8/1/2021	\$1.75	A	8/1/2022	\$2.15	A	8/1/2023	\$2.25	A															
C MARBLE MASON	8/22/2020	07/31/2021**	8/1/2021	\$2.50	A	8/1/2022	\$3.25	A	8/1/2023	\$3.50	A															
PAINTER: TAPER	2/22/2020	12/31/2020**	1/1/2021	\$2.75	A	7/1/2021	\$2.75	A																		
	8/22/2020	06/30/2021**	7/1/2021	\$2.75	A	7/1/2022	\$2.75	A																		
PLASTER TENDER	8/22/2020	06/30/2021**	7/1/2021	\$2.75	A	7/1/2022	\$2.75	A																		
PLUMBER: PLUMBER, STEAMFITTER, REFRIGERATION FITTER (HVAC) PLUMBING SERVICE AND REPAIR AIR CONDITIONING & REFRIGERATION/HVAC - SERVICE WORK	8/22/2020	06/30/2021**	7/1/2021	\$3.00	A	7/1/2022	\$3.00	A																		
	8/22/2020	06/30/2021**	7/1/2021	\$2.55	A	7/1/2022	\$2.55	A																		
	8/22/2020	06/30/2021**	7/1/2021	\$3.00	A	7/1/2022	\$3.00	A																		
	8/22/2020	06/30/2021**	7/1/2021	\$2.55	A	7/1/2022	\$2.55	A																		
LANDSCAPE/IRRIGATION PIPEFITTER UNDERGROUND/UTILITY PIPEFITTER SPRINKLER FITTER (FIRE PROTECTION AND FIRE CONTROL SYSTEMS)	8/22/2020	06/30/2021**	7/1/2021	\$2.55	A	7/1/2022	\$2.55	A																		
	8/22/2020	06/30/2021**	7/1/2021	\$2.55	A	7/1/2022	\$2.55	A																		
SHEET METAL WORKER TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS SERVICE MECHANIC (TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS) SERVICE TECHNICIAN (TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS) AIR CONDITIONING SPECIALIST (TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS) AIR CONDITIONING JOURNEYMAN (TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS) METAL DECK & SIDING	8/22/2020	06/27/2021**	6/28/2021	\$3.50	A																					
	8/22/2020	06/27/2021**	6/28/2021	\$3.00	A																					
	8/22/2020	06/27/2021**	6/28/2021	\$2.10	A																					
	8/22/2020	06/27/2021**	6/28/2021	\$1.93	A																					
	8/22/2020	06/27/2021**	6/28/2021	\$1.58	A																					
	8/22/2020	06/27/2021**	6/28/2021	\$1.93	A																					
	8/22/2020	06/30/2021**	7/1/2021	\$2.50	A	7/1/2022	\$2.70	A																		
D TERRAZZO FINISHER	8/22/2020	06/30/2021**	7/1/2021	\$1.75	A																					
D TERRAZZO WORKER	8/22/2020	06/30/2021**	7/1/2021	\$3.00	A																					
FOOTNOTES																										

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS

PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

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THE PREDETERMINED INCREASE SHOWN IS TO BE ALLOCATED TO WAGES AND/OR EMPLOYER PAYMENTS. PLEASE CONTACT THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT

A (415) 703-4774 WHEN THE PREDETERMINED INCREASE BECOMES DUE TO CONFIRM THE DISTRIBUTION. PLEASE ALSO EXAMINE THE IMPORTANT NOTICES TO SEE IF ANY MODIFICATIONS HAVE BEEN ISSUED, AS THERE MAY BE REDUCTIONS TO PREDETERMINED INCREASES.

B CERTIFIED MANIPULATOR WORK SHALL RECEIVE \$1.25 PER HOUR ABOVE THE BASIC WAGE RATE

C EMPLOYEES WORKING ON ANY SUSPENDED PLATFORM/SCAFFOLD SHALL BE PAID AN ADDITIONAL \$20.00 PER DAY ABOVE THE WAGE RATE.

D THE RATIO OF TERRAZZO FINISHER HOURS TO TERRAZZO WORKER HOURS SHALL NOT EXCEED TWO (2) TO ONE (1).

[SFR-2020-2-INC](#)

Attachment 4: Prevailing Wage Tables for Classifications Specified in Administrative Code Section 21C

San Francisco Administrative Code Section 21C.1 - Motorbus Services

This chart is submitted as the prevailing hourly wage rate and fringe benefits for motor bus service rendered to the general public on any facility owned by the City or the transportation within the City boundaries of commodities owned or in the possession of the City.

Rates through June 30, 2021

Journey Level	A, B	EMPLOYER PAYMENTS			E Pension	F STRAIGHT-TIME		G OVERTIME HOURLY RATE	
		Basic Hourly Rate	C Health & Welfare	D Vacation shown at 5 Years (varies, w/ increases at year 1, 2, 5, 10, and 15)		HOURS	TOTAL HOURLY RATE	1.5 X	2 X
Double Decker Bus		\$30.94	\$4.19	\$1.79	\$4.00	8	\$40.92	\$56.39	\$71.86
Single Decker (52+ passengers)		\$29.80	\$4.19	\$1.72	\$4.00	8	\$39.71	\$54.61	\$69.51
Min Bus (16-51 passengers)		\$26.40	\$4.19	\$1.52	\$4.00	8	\$36.11	\$49.31	\$62.51
Car/Van (15 passengers or smaller)		\$24.13	\$4.19	\$1.39	\$4.00	8	\$33.71	\$45.78	\$57.84

Footnotes

A. Split Shift Premium: For any employee working a split shift the basic hourly rate shall include a 15% premium above the rate shown. A split shift is defined as any shift with an unpaid period of greater than four hours. The basic hourly rate with the split shift premium are: Double Decker Bus - \$35.58; Single Decker - \$34.27; Mini Bus - \$30.26; Car/Van - \$27.75

B. Holidays: New Years Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving, Christmas Eve, Christmas Day, New Years Eve. Additionally, employees receive one floating holiday per year. Work performed on holidays is paid at 1.5 times rate unless the holiday falls on one of the driver's regular days off, in which case the employee, if working that day will be paid double time. Employees who work on a holiday are paid for at least 8 hours. Employees who don't work on the holiday are paid at straight time for 8 hours, whether or not they are scheduled to work that day. When any of the paid holidays listed fall on a Sunday, and the holiday is celebrated officially on the following Monday, all work performed in excess of 8 hours on the holiday shall be paid at the rate of double time and one-half the regular hourly rate of pay.

C. Full time employees (32 hours/week or more) are eligible for Health and Welfare contributions after 90 days of employment if that employee worked 80 hours or more in the prior month. Note that other San Francisco labor laws, such as the Health Care Security Ordinance may also apply. Single employee rate = \$4.19/hour capped at \$725 monthly; Employee +1 rate = \$8.13/hour capped at \$1,406 monthly; Employee +2 rate or more = \$8.72/hour capped at \$1,509 monthly. "Dependent" means dependent as defined in the Internal Revenue Code (26 U.S.C. sec. 152, as amended from time to time).

D. Vacation rates vary with seniority as follows:

	1 to 2 years	2 to 5 years	5 to 10 Years	10 to 15 Years	15 + Years
Double Decker Bus	\$0.60	\$1.19	\$1.79	\$2.38	\$2.98
Single Decker (52+)	\$0.57	\$1.15	\$1.72	\$2.29	\$2.87
Min Bus (16-51)	\$0.51	\$1.02	\$1.52	\$2.03	\$2.54
Car/Van (15 or smaller)	\$0.46	\$0.93	\$1.39	\$1.86	\$2.32

E. Contribution is capped at 2080 hours per year.

F. If, during the normal course of business, the employer requires the employees to utilize their personal cell phones for work, the employer shall reimburse \$25.00 per month to employees.

G. 1.5X Overtime = (1.5 * basic hourly rate) + health and welfare + vacation + 401k. 2X Overtime = (2 * basic hourly rate) + health and welfare + vacation + 401k.

The table is based on the Collective Bargaining Agreement between Bauer's Intelligent Transportation, Inc. and Teamsters Local Union No. 665 in effect for signatories through June 30, 2022

San Francisco Administrative Code Section 21C.1 - Motorbus Services

This chart is submitted as the prevailing hourly wage rate and fringe benefits for motor bus service rendered to the general public on any facility owned by the City or the transportation within the City boundaries of commodities owned or in the possession of the City.

Rates as of July 1, 2021

		EMPLOYER PAYMENTS				F STRAIGHT-TIME		G OVERTIME HOURLY RATE	
Journey Level	A, B	Basic Hourly Rate	C Health & Welfare	D Vacation shown at 5 Years (varies, w/ increases at year 1, 2, 5, 10, and 15)	E Pension	HOURS	TOTAL HOURLY RATE	1.5 X	2 X
Double Decker Bus		\$32.48	\$4.19	\$1.87	\$4.00	8	\$42.54	\$58.78	\$75.02
Single Decker (52+ passengers)		\$31.29	\$4.19	\$1.81	\$4.00	8	\$41.29	\$56.94	\$72.58
Min Bus (16-51 passengers)		\$27.72	\$4.19	\$1.60	\$4.00	8	\$37.51	\$51.37	\$65.23
Car/Van (15 passengers or smaller)		\$25.34	\$4.19	\$1.46	\$4.00	8	\$34.99	\$47.66	\$60.33

Footnotes

A. Split Shift Premium: For any employee working a split shift the basic hourly rate shall include a 15% premium above the rate shown. A split shift is defined as any shift with an unpaid period of greater than four hours. The basic hourly rate with the split shift premium are: Double Decker Bus - \$37.35; Single Decker - \$35.98; Mini Bus - \$31.88; Car/Van - \$29.14.

B. Holidays: New Years Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving, Christmas Eve, Christmas Day, New Years Eve. Additionally, employees receive one floating holiday per year. Work performed on holidays is paid at 1.5 times rate unless the holiday falls on one of the driver's regular days off, in which case the employee, if working that day will be paid double time. Employees who work on a holiday are paid for 8 hours. Employees who don't work on the holiday are paid at straight time for 8 hours, whether or not they are scheduled to work that day. When any of the paid holidays listed fall on a Sunday, and the holiday is celebrated officially on the following Monday, all work performed in excess of eight(8) hours on the holiday shall be paid at the rate of double time and one-half the regular hourly rate of pay.

C. Full time employees (32 hours/week or more) are eligible for Health and Welfare contributions after 90 days of employment if that employee worked 80 hours or more in the prior month. Note that other San Francisco labor laws, such as the Health Care Security Ordinance may also apply. Single employee rate = \$4.19/hr capped at \$725 monthly; Employee +1 rate = \$8.13/hr capped at \$1,406 monthly; Employee +2 rate or more = \$8.72/hr capped at \$1,509 monthly. "Dependent" means dependent as defined in the Internal Revenue Code (26 U.S.C. sec. 152, as amended from time to time).

D. Vacation rates vary with seniority as follows:

	1 to 2 years	2 to 5 years	5 to 10 Years	10 to 15 Years	15 + Years
Double Decker Bus	\$0.62	\$1.25	\$1.87	\$2.50	\$3.12
Single Decker (52+)	\$0.60	\$1.20	\$1.81	\$2.41	\$3.01
Min Bus (16-51)	\$0.53	\$1.07	\$1.60	\$2.13	\$2.67
Car/Van (15 or smaller)	\$0.49	\$0.97	\$1.46	\$1.95	\$2.44

E. Contribution is capped at 2080 hours per year.

F. If, during the normal course of business, the employer requires the employees to utilize their personal cell phones for work, the employer shall reimburse \$25.00 per month to employees.

G. 1.5X Overtime = (1.5 * basic hourly rate) + health and welfare + vacation + 401k. 2X Overtime = (2 * basic hourly rate) + health and welfare + vacation + 401k.

The table is based on the Collective Bargaining Agreement between Bauer's Intelligent Transportation, Inc. and Teamsters Local Union No. 665 in effect for signatories through June 30, 2022

Admin Code 21C.2 - Janitorial Services

This chart is submitted to show the prevailing hourly wage and fringe benefits for individuals performing janitorial maintenance and cleaning services.

	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
Hours worked for the employer	Basic Hourly Rate	Health and Welfare	Pension	Vacation		Hours	Total Hourly Rate	1.5 X	2x
0-3900	A, B, C \$ 17.29	D \$ 6.81	\$ 2.48	E \$ 0.67	F	7.50	\$27.25	G \$ 35.90	\$ 44.54
3901-4850	A, B, C \$ 19.42	D \$ 6.81	\$ 2.48	\$ 0.75	F	7.50	\$29.46	G \$ 39.17	\$ 48.88
Over 4850	A, B, C \$ 21.80	D \$ 9.00	\$ 2.48	F \$ 0.84	F	7.50	\$34.12	G \$ 45.02	\$ 55.92

Footnotes:

A. There shall be a \$0.50 per hour premium for employees performing utility work. Utility work is defined as carpet and rug cleaning including wet whampooing, dry cleaning, dry foam shampooing, steam shampooing, rider operated power sweeper, rider operated scrubber, floor machines and power washers.

B. Full-time, fully dedicated restroom attendants will be paid an additional \$0.30 per hour.

C. Holidays. Observed holidays are New Year's Day, Martin Luther King Day, President's Day, Day After Thanksgiving, Memorial Day, Thanksgiving Day, Independence Day, Christmas Day, Labor Day, Employee's Birthday. Employees who have the holiday off shall be paid at straight time for 7.5 hours. Any employee working on a holiday shall be paid the 1.5X overtime rate.

D. Health and Welfare payments are \$6.81/hour, capped at \$1,105.95/month for employees hired on or after August 1, 2012. Health and Welfare rates are \$8.66/hour, capped at \$1,409.15/month for employees hired prior to August 1, 2012. Employees hired after August 1, 2012 are eligible for health care fringes if they were paid for 105 straight-time hours in the prior month. New employees working at least 105 hours in 2 consecutive months are eligible for contributions in the 3rd month. Note that if Health and Welfare payments are not required, other San Francisco benefit requirements, such as the Health Care Security Ordinance may still apply.

E. Vacation payments are not required for employees with less than 1 year of employment. The rate of \$0.67 applies between 1 year of employment and 3900 hours of employment.

F. The rate of \$0.84 shown in the table applies between 4850 hours of employment and 5 years of employment. After 5 years of employment, the vacation rate is \$1.26. After 12 years of employment, the vacation rate is \$1.68.

G. Overtime. 1.5X Overtime is due after 7.5 hours in a day or 37.5 hours in a workweek, 2X Overtime is due after 12 hours in a day. Overtime Calculation: 1.5X overtime rates = (1.5*basic hourly rate) + (Health & Welfare + Pension + Vacation). 2X overtime rates = (2*basic hourly rate) +(Health & Welfare + Pension + Vacation) .

The table is based on analysis of the Collective Bargaining Agreement between the San Francisco Maintenance Contractors Association and Service Employees International Union, Building Service Employees Union, Local 87 in effect for signatories from August 1, 2016 to July 31, 2020.

Admin Code 21C.2 - Window Cleaners

This chart is a summary of the prevailing hourly wage rate and fringe benefits for janitorial window cleaning services.

EMPLOYER PAYMENTS						STRAIGHT-TIME	H OVERTIME	
Classification	Basic Hourly Rate	Health & Welfare	Pension	Vacation (varies, shown at 5 years)	Hours	Total Hourly Rate	1.5 X	2 X
Base	A, C, D, E \$ 24.20	F \$ 9.27	\$ 4.61	G \$ 1.40	7.5	\$ 39.48	\$ 51.58	\$ 63.68
<i>Trainee 0 - 975 hours</i>	<i>B, C, D, E \$ 16.55</i>	<i>\$ -</i>	<i>\$ 4.61</i>	<i>\$ -</i>	<i>7.5</i>	<i>\$ 21.16</i>	<i>\$ 29.44</i>	<i>\$ 37.71</i>
<i>Trainee after 975 hours</i>	<i>B, C, D, E \$ 17.55</i>	<i>F \$ 9.27</i>	<i>\$ 4.61</i>	<i>G \$ 0.68</i>	<i>7.5</i>	<i>\$ 32.11</i>	<i>\$ 40.89</i>	<i>\$ 49.66</i>
<i>Trainee after 1950 hours</i>	<i>B, C, D, E \$ 18.55</i>	<i>F \$ 9.27</i>	<i>\$ 4.61</i>	<i>G \$ 0.71</i>	<i>7.5</i>	<i>\$ 33.14</i>	<i>\$ 42.42</i>	<i>\$ 51.69</i>
<i>Trainee after 2925 hours</i>	<i>B, C, D, E \$ 19.50</i>	<i>F \$ 9.27</i>	<i>\$ 4.61</i>	<i>G \$ 0.75</i>	<i>7.5</i>	<i>\$ 34.13</i>	<i>\$ 43.88</i>	<i>\$ 53.63</i>
Scaffold / Bos'n Chair	A, C, D, E \$ 25.66	F \$ 9.27	\$ 4.61	G \$ 1.48	7.5	\$ 41.02	\$ 53.85	\$ 66.68
<i>Trainee 0 - 975 hours</i>	<i>B, C, D, E \$ 17.05</i>	<i>\$ -</i>	<i>\$ 4.61</i>		<i>7.5</i>	<i>\$ 21.66</i>	<i>\$ 30.19</i>	<i>\$ 38.71</i>
<i>Trainee after 975 hours</i>	<i>B, C, D, E \$ 19.05</i>	<i>F \$ 9.27</i>	<i>\$ 4.61</i>	<i>G \$ 0.73</i>	<i>7.5</i>	<i>\$ 33.66</i>	<i>\$ 43.19</i>	<i>\$ 52.71</i>
<i>Trainee after 1950 hours</i>	<i>B, C, D, E \$ 20.05</i>	<i>F \$ 9.27</i>	<i>\$ 4.61</i>	<i>G \$ 0.77</i>	<i>7.5</i>	<i>\$ 34.70</i>	<i>\$ 44.73</i>	<i>\$ 54.75</i>
<i>Trainee after 2925 hours</i>	<i>B, C, D, E \$ 21.96</i>	<i>F \$ 9.27</i>	<i>\$ 4.61</i>	<i>G \$ 0.84</i>	<i>7.5</i>	<i>\$ 36.68</i>	<i>\$ 47.66</i>	<i>\$ 58.64</i>

Footnotes

A. Journeyperson rates must be paid to all employees with 3900 hours worked in the window cleaning industry. **The ratio of any 1 trainee to 4 journeyperson window cleaners shall not be exceeded**, except that shops employing less than 4 journeyperson window cleaners may hire not more than 1 trainee.

B. Trainee hours refers to hours worked in the industry in any window cleaner classification.

C. Employees receive a shift premium of \$0 .40 per hour for any shift starting after 1:00PM.

D. All expenses for travel between jobs shall be paid the by the employer.

E. **Holidays.** Recognized holidays are New Year's Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, Floating Holiday. If a holiday falls on a Saturday or Sunday, it shall be observed on the following Monday. Employees shall be eligible for all holidays except the Floating Holiday after a probationary period of 60 working days. Employees become eligible for the one annual Floating Holiday 1 year after their date of hire with the employer. Employees shall receive a full day's pay for the observance of said holidays. An employee required to work on a holiday shall be paid at the rate of double time in addition to the straight time rate (for a total of 3x pay).

F. Employees are eligible for **Health and Welfare** after working for the employer for at least 975 hours. After meeting this initial requirement, Health and Welfare payments are required for employees who worked 75 hours in the preceding calendar month. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility. Health and Welfare payments are subject to a cap of \$1447.94 per month. Note that if Health and Welfare payments are not required, other San Francisco benefit requirements, such as the Health Care Security Ordinance, may still apply.

G. Employees are eligible for Vacation after working for the employer for at least 975 hours. After meeting this initial requirement, payments are required any month in which the employee works 75 hours. Vacation rates shown below may be prorated for trainees. Paid vacations, paid holidays, and paid sick leave are considered as hours worked for computing eligibility.

Vacation Rates	975 Hours - 2 Years	2+ Years	5+ Years	12+ Years
Base	\$ 0.93	\$ 1.12	\$ 1.40	\$ 1.86
Scaffold / Bos'n Chair	\$ 0.99	\$ 1.19	\$ 1.48	\$ 1.97

H. **Overtime.** 1.5X Overtime is due after 7.5 hours in a day or 37.5 hours in a workweek or on a Saturday provided the employee has worked 37.5 hours in the preceding Monday-Friday. 2X Overtime is due after 12 hours in a day and on Sundays provided the employee has worked 37.5 hours in the preceding Monday-Friday. **Overtime Calculation:** 1.5X overtime rates = (1.5*basic hourly rate) + Health & Welfare + Pension + Vacation. 2X overtime rates = (2*basic hourly rate) + Health & Welfare + Pension + Vacation.

Table is based on an analysis of the Collective Bargaining Agreement between the San Francisco Window Cleaning Contractors Association and the Window Cleaners Union – Service Employees International Union, United Service Workers West, in effect from April 1, 2017 to March 31, 2020.

San Francisco Administrative Code Section 21C.3 - Parking Lot & Garage Workers

This chart is submitted as the prevailing hourly wage and fringe benefits for any Individual working in the operation of a public off-street parking lot, garage, or storage facility for automobiles including Washing, Polishing, Lubrication, Rent-Car Service, Parking Vehicles, Cashiers, Attendants, Checking Coin Boxes, Non-Attendant Parking Lot Checking, Daily Ticket Audit, Traffic Directing and Shuttle Driving under a lease, management agreement or other contractor.

Rates through December 31, 2021

	EMPLOYER PAYMENTS					STRAIGHT-TIME			OVERTIME		
Classification	Basic Hourly Rate	Health & Welfare	Pension	Vacation at 5 years shown Tiered at years 1, 2, 5, 12, 20, and 25.	G	Other	H	Hours	Total Hourly Rate	1.5 X Basic Hourly Rate	2 X Basic Hourly Rate
Parking Employee	A, B, C \$ 25.75	D \$ 8.64	\$ 2.54	F \$ 1.49	\$ 0.40			8	\$ 38.81	\$ 42.65	\$ 55.53
Trainee 1-12 months	A, B, C \$ 18.50	D \$ 8.64	E \$ 2.54	\$ -	\$ 0.40			8	\$ 30.08	\$ 30.29	\$ 39.54

Footnotes

A. No more than 25% of the workforce or employees at each location may be trainees paid below the Parking Employee/journeyperson classification.

B. Graveyard Shift Premium: Employees scheduled to work and/or reporting for work with a starting time between 10:00 PM to 2:00 AM shall receive a 10% premium on their basic hourly rate.

C. Recognized holidays: New Year's Day, Martin Luther King, Jr. Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, Four Floating Holidays. Employees may use the four floating holidays after 12 months of service. When not worked, the above listed holidays shall be paid for at the rate of straight-time pay on the basis of hours normally worked, whether such day occurs within or outside an employee's workweek. Work on Martin Luther King Day, Presidents Day, Memorial Day, and Independence Day are paid at double time. Work on Labor Day, New Year's Day, Thanksgiving Day, and Christmas Day are paid at double time and half. If holiday is worked on sixth consecutive day, then paid is 2.5 times straight hourly rate.

D. Employee must have worked 120 hours or more during the previous month and have completed six months of service to receive Health and Welfare. An Employee is not eligible for coverage until after he or she has worked at least one day in each of 6 calendar months. months. Contributions are capped at \$1,494 per month and are therefore not included in Overtime rates in this table. Note that the other benefit requirements, such as the Health Care Security Ordinance, may apply to work performed in San Francisco.

E. A new employees receive a pension contribution of \$0.30 per hour for the first 90 calendar days of employment. The contribution rate increases to \$2.29 after the 90th calendar day of employment. A supplemental payment of \$0.25 is required In the 4th month & thereafter.

F. Vacation for Parking Employee after 1 year = \$0.50, 2 years = \$0.99, 5 years = \$1.49, 12 years = \$1.98, 20 years = \$2.48, 25 years = \$2.97.

G. Required for straight-time hours only.

H. Minimum Call is 4 or 8 hours: Any work between 0 and 4 hours is paid at 4 hours minimum call. Work from 4 up to 8 hours is paid at 8 hours minimum call.

Table is based on an analysis of the San Francisco Master Parking Agreement by and between the Signatory Parking Operators and Teamsters Local Union No 665 effective for signatory employers from December 1, 2018 through November 30, 2022.

San Francisco Administrative Code Section 21C.3 - Parking Lot & Garage Workers

This chart is submitted as the prevailing hourly wage and fringe benefits for any Individual working in the operation of a public off-street parking lot, garage, or storage facility for automobiles including Washing, Polishing, Lubrication, Rent-Car Service, Parking Vehicles, Cashiers, Attendants, Checking Coin Boxes, Non-Attendant Parking Lot Checking, Daily Ticket Audit, Traffic Directing and Shuttle Driving under a lease, management agreement or other contractor.

Rates from January 1, 2022 until superceded

Classification	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
	Basic Hourly Rate	Health & Welfare	Pension	Vacation at 5 years shown Tiered at years 1, 2, 5, 12, 20, and 25.	G Other	H Hours	Total Hourly Rate	1.5 X Basic Hourly Rate	2 X Basic Hourly Rate
Parking Employee	A, B, C \$ 26.30	D \$ 9.32	\$ 2.64	F \$ 1.52	\$ 0.40	8	\$ 40.18	\$ 43.61	\$ 56.76
Trainee 1-12 months	A, B, C \$ 19.00	D \$ 9.32	E \$ 2.64	\$ -	\$ 0.40	8	\$ 31.36	\$ 31.14	\$ 40.64

Footnotes

A. No more than 25% of the workforce or employees at each location may be trainees paid below the Parking Employee/journeyperson classification.

B. Graveyard Shift Premium: Employees scheduled to work and/or reporting for work with a starting time between 10:00 PM to 2:00 AM shall receive a 10% premium on their basic hourly rate.

C. Recognized holidays: New Year's Day, Martin Luther King, Jr. Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, Four Floating Holidays. Employees may use the four floating holidays after 12 months of service. When not worked, the above listed holidays shall be paid for at the rate of straight-time pay on the basis of hours normally worked, whether such day occurs within or outside an employee's workweek. Work on Martin Luther King Day, Presidents Day, Memorial Day, and Independence Day are paid at double time. Work on Labor Day, New Year's Day, Thanksgiving Day, and Christmas Day are paid at double time and half. If holiday is worked on sixth consecutive day, then paid is 2.5 times straight hourly rate.

D. Employee must have worked 120 hours or more during the previous month and have completed six months of service to receive Health and Welfare. An Employee is not eligible for coverage until after he or she has worked at least one day in each of 6 calendar months. months. Contributions are capped at \$1,613 per month and are therefore not included in Overtime rates in this table. Note that the other benefit requirements, such as the Health Care Security Ordinance, may apply to work performed in San Francisco.

E. A new employees receive a pension contribution of \$0.30 per hour for the first 90 calendar days of employment. The contribution rate increases to \$2.39 after the 90th calendar day of employment. A supplemental payment of \$0.25 is required In the 4th month & thereafter.

F. Vacation for Parking Employee after 1 year = \$0.51, 2 years = \$1.01, 5 years = \$1.52, 12 years = \$2.02, 20 years = \$2.53, 25 years = \$3.03.

G. Required for straight-time hours only.

H. Minimum Call is 4 or 8 hours: Any work between 0 and 4 hours is paid at 4 hours minimum call. Work from 4 up to 8 hours is paid at 8 hours minimum call.

Table is based on an analysis of the San Francisco Master Parking Agreement by and between the Signatory Parking Operators and Teamsters Local Union No 665 effective for signatory employers from December 1, 2018 through November 30, 2022.

Admin Code 21C.4 - Theatrical Workers

This chart is submitted to show the prevailing hourly wage and fringe benefits for workers engaged in theatrical or technical services related to the presentation of a show, including, but not limited to, workers engaged in rigging, sound, projection, theatrical lighting, videos, computers, draping, carpentry, special effects, motion picture services, ground cover for arena and stadium events including terraplast, plywood, tarps or any other cover that may be developed in the future, theater maintenance, construction and assembly of scenery and stages, properties, stage lighting, room lighting and associated electrical work, generator set up and operation, power distribution video, ENG and studio production, sound, laser, electronic recording, graphics presentation, and projection.

	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
CLASSIFCIATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
General AV and C3 computer technicians for breakout rooms - Extra help for events or theme parties without entertainment (not including traditional stage crafts).	A, B, C \$ 40.93	\$ 6.85	\$ 6.19	\$ 3.27	\$ 0.88	D, E 8	\$ 58.12	F \$ 78.59	G \$ 99.05
Multi-source and C2 computer technicians for breakout rooms and events or theme parties without entertainment.	A, B, C \$ 48.51	\$ 8.12	\$ 7.33	\$ 3.88	\$ 1.05	D, E 8	\$ 68.89	F \$ 93.15	G \$ 117.40
Traditional Stage Crafts: (Carpenters/ Electricians/Props/A2) - Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment. Extra help for commercial, industrial and product demonstration show and events with entertainment. Camera set up and tear down, including Video utilities.	A, B, C \$ 52.19	\$ 8.74	\$ 7.89	\$ 4.18	\$ 1.13	D, E 8	\$ 74.13	F \$ 100.23	G \$ 126.32
ETCP Certified Rigger and Electrician	A, B, C \$ 60.28	\$ 10.09	\$ 9.11	\$ 4.82	\$ 1.30	D, E 8	\$ 85.60	F \$ 115.74	G \$ 145.88
Show Call Rates - Commercial, Industrial and Product Demonstration Shows - Not Hourly Rates									
"Show call" means a period of 3 consecutive hours or less, used by the Employer for speeches, presentations of products or entertainment. If the performance runs more than 3 hours, the applicable hourly rate shall be paid for each additional hour or fraction thereof.									
Extra help for general sessions, plenary sessions, key note addresses, theme parties with entertainment and events with entertainment, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C \$ 224.20	\$ 37.53	\$ 33.90	\$ 17.94	\$ 4.84	8	\$ 318.41	F \$ 430.51	G \$ 542.61
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C \$ 242.89	\$ 40.66	\$ 36.72	\$ 19.43	\$ 5.25	8	\$ 344.95	F \$ 466.40	G \$ 587.84

(see footnotes on the following page)

21C.4 Table Footnotes

- A. While working from a beam (without scaffolding and/or catwalks) which is in excess of twenty five (25) feet above the floor, a \$5.00 per hour premium rate for the day applies. This will also apply to any person required to walk a truss, use a boatswain's chair and/or hanging from a line or lines, cables, etc., in excess of twenty-five (25) feet above the floor. This shall not apply to a person located inside a boom lift, scissors lift or man lift.
- B. All time shall be computed in 1-hour increments. Fractions of an hour shall constitute 1 hour.
- C. Recognized holidays are New Year's Day, Martin Luther King Jr. Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans Day (November 11), Thanksgiving Day, the day after Thanksgiving, and Christmas Day. An employee required to work on a holiday shall be paid at the 1.5X overtime rate.
- D. Minimum call is 5 hours. On days with a show, the minimum call is 8 hours. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
- E. If an employee is excused for the day and called back the next day, before a rest period of nine (9) hours has elapsed, the employee will be paid 2X Overtime for the entirety of the shift on the second day.
- F. 1.5X Overtime. $1.5X \text{ overtime rates} = (1.5 \times \text{basic hourly rate}) + \text{Health \& Welfare} + \text{Pension} + \text{Vacation} + \text{Training}$ Work performed on Saturday will be paid at the 1.5X Overtime rate.
- G. 2X Overtime: $2X \text{ overtime rates} = (2 \times \text{basic hourly rate}) + \text{Health \& Welfare} + \text{Pension} + \text{Vacation} + \text{Training}$. 2X Overtime is due for work between 12 A.M. and 7 A.M. Work beginning prior to 6:00 a.m. will be paid at the 2X Overtime rate and will remain at the 2X Overtime rate until a 9 hour break is called. Work performed on Sunday will be paid at the 2X Overtime rate. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.

Note on Rigging & Safety: A minimum of 3 technicians are required when fall protection gear is in use.

The table is based on an analysis of the Project Collective Bargaining Agreement between the Concept Service Inc. and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local No. 16, in effect for signatories from July 1, 2020 to June 30, 2021.

Administrative Code 21C.5 - Solid Waste Hauler

This chart is submitted to show the prevailing hourly wage and fringe benefits for individuals performing solid waste hauling as defined in Section 40191 of the California Public Resources Code and including "recycling" as defined in Section 40180 of the California Public Resources Code.

CLASSIFICATION	EMPLOYER PAYMENTS				STRAIGHT-TIME		F OVERTIME	
	A, B Basic Hourly Rate	C Vacation Varies. Shown at 5 Years	Health & Welfare	Pension	Hours	Total Hourly Rate	1.5 X	2 X
Commercial Driver / Route Leadperson Fantastic 3	\$ 51.96	\$ 3.00	D \$ 13.25	E \$ 17.22	8	\$ 85.43	\$ 111.41	\$ 137.39
Helper/Driver	\$ 49.50	\$ 2.86	D \$ 13.25	E \$ 17.22	8	\$ 82.83	\$ 107.58	\$ 132.33

Footnotes

A. New Hire Wages: New hires shall work under the applicable percentage in the employee's classification. During 1st 12 months of employment - 80% of hourly wage, vacation, and holiday pay. During 2nd 12 months of employment - 85%. During 3rd 12 months of employment - 90%. After completion of 36 months - 100%.

B. Recognized holidays: New Year's Day, Martin Luther King Day, President's Day, Cinco de Mayo, Memorial Day, July 4th, Employee's Birthday, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day. If no work is performed on a holiday, the holiday is paid at 8 hours of straight time. If work is performed on any of the holidays named, the worker shall be paid double time in addition to the straight time pay.

C. Vacation rates vary based on length of employment. No payments are required for the first year of employment.

	1 Year +	2 Years +	4 Years +	7 Years +	12 Years +	20 Years +	25 Years +	30 Years +
Driver Rate	\$ 1.00	\$ 2.00	\$ 3.00	\$ 4.00	\$ 5.00	\$ 6.00	\$ 6.99	\$ 7.99
Helper Rate	\$ 0.95	\$ 1.90	\$ 2.86	\$ 3.81	\$ 4.76	\$ 5.71	\$ 6.66	\$ 7.62

D. Employees who work 80 hours or more per month receive Health and Welfare payments. Employees are eligible after completing 30 days of employment and working 80 hours in the preceding month.

E. Base pension contributions for all employees are \$11.57/hour. Employees who work 80 hours or more per month and have been employed for at least 120 days receive pension payments of \$16.25/hour.

F. 1.5X Overtime rates = (1.5 x basic hourly rate) + vacation + health and welfare + pension. 2X Overtime rates = (2 x basic hourly rate) + vacation + health and welfare + pension.

Note 1: Each worker shall receive \$325 for work boots once per year.

Note 2: Employees receive 12 days of sick leave per year, beginning January 1, and unused sick days are paid out in the first pay period after January 1 of the following year.

The rates reflect amounts paid pursuant to the Collective Bargaining Agreement between Recology Sunset & Recology Golden Gate and Sanitary Truck Drivers and Helpers Union Local 350, an affiliate of the International Brotherhood of Teamsters in effect from January 1, 2017 to December 31, 2021.

San Francisco Administrative Code Section 21C.6 - Moving Services

This chart is submitted to show the prevailing hourly wage rate and fringe benefits required for moving services including transportation of furniture, furniture components, and all non-furniture items performed at any facility owned or leased by the City. These rates do not apply to any work covered by the California Department of Industrial Relations' Modular Furniture Installers (Carpenters) classification.

		EMPLOYER PAYMENTS					STRAIGHT-TIME		C	OVERTIME	
Craft		Basic Hourly Rate	B	Health & Welfare	Pension	Other	Vacation	Hours	Total Hourly Rate	1.5 X	2 X
Mover, Packer, Crater, Helper	A	\$ 21.90		\$ 10.55	\$ 1.40	\$ 1.02	\$ 1.05	8.00	\$ 35.92	\$ 46.87	\$ 57.82
Driver	A	\$ 22.75		\$ 10.55	\$ 1.40	\$ 1.02	\$ 1.05	8.00	\$ 36.77	\$ 48.15	\$ 59.52

Footnotes

A. Special Shift is defined as any work performed outside of the 5am – 5pm work day during a normal work week and is paid at 1.125 times basic hourly rate plus fringe benefits. Overtime rates for Special Shift work is paid at (1.5 or 2) x (basic hourly rate x 1.125) plus Health and Welfare, plus Annuity, plus Other, plus Vacation rate.

B. Annual contributions to the Health & Welfare are capped at \$19,170 based on 1,800 hours worked.

C. 1.5X Overtime rates = (1.5 x basic hourly rate) + Health and Welfare + Pension + Other, Vacation. 2X Overtime rates = (2 x basic hourly rate) + Health and Welfare + Pension + Other, Vacation. Up to 10 hours on 6th day is paid at 1.5 straight time hourly rate. Any hours over 10 hours on 6th day or 7th day are paid at the 2X Overtime rate. Work performed on a recognized holiday is to be paid at 2.0 times straight time hourly rate. Recognized holidays are New Year's Day, Martin Luther King Jr. Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving Day, and Christmas Day.

The table is based on the Collective Bargaining Agreement between Service West and the Northern California Carpenters Regional Council and the Carpenters 46 Northern California Counties Conference Board in effect for signatories from September 1, 2019 through August 31, 2021.

21C.8 Trade Show and Special Event Work

This chart is submitted to show the prevailing hourly wage and fringe benefits for individuals performing on-site installation, set-up, assembly, and dismantling of temporary exhibits, displays, booths, modular systems, signage, drapery, specialty furniture, floor coverings, or decorative materials in connection with or related to a Special Event.

EMPLOYER PAYMENTS								STRAIGHT-TIME		OVERTIME	
Classification		Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	2 X
Journey person Installer	A, B, C D,	\$ 44.05	\$ 3.08	\$ 13.05	\$ 9.50	\$ 0.15	\$ 1.13	8	\$ 70.96	\$ 89.91	\$ 111.93

A. Swing Stage Operator. Installers working as swing stage operators shall be paid a 10% premium over their basic hourly rate of pay. Each swing stage shall have a designated ground person with the training to operate the stage and who shall be compensated at the same 10% premium as the swing stage operator.

B. High Time. Ten percent (10%) additional shall be paid for work performed over three stories or thirty feet, whichever is higher, or for work performed in any mechanical lift device, including, but not limited to boomlift, scissorlift, forklift cage, or swing stage work.

	Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	2 X
Swing Stage / Hightime Rates	\$ 48.46	\$ 3.39	\$ 13.05	\$ 9.50	\$ 0.15	\$ 1.13	8	\$ 75.68	\$ 96.52	\$ 120.75

C. Apprentice Rates. Apprentices must be participants in an apprenticeship program under the oversight of the State of California.

Classification	% of journey-person	Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	
Apprentice Level 1	60%	\$ 26.43	\$ 1.85	\$ 13.05	\$ 9.50	\$ 0.15	\$ 1.13	8	\$ 52.11	\$ 63.48	\$ 76.69
Apprentice Level 2	67%	\$ 29.51	\$ 2.07	\$ 13.05	\$ 9.50	\$ 0.15	\$ 1.13	8	\$ 55.41	\$ 68.10	\$ 82.85
Apprentice Level 3	74%	\$ 32.60	\$ 2.28	\$ 13.05	\$ 9.50	\$ 0.15	\$ 1.13	8	\$ 58.71	\$ 72.73	\$ 89.03
Apprentice Level 4	81%	\$ 35.68	\$ 2.50	\$ 13.05	\$ 9.50	\$ 0.15	\$ 1.13	8	\$ 62.01	\$ 77.35	\$ 95.19
Apprentice Level 5	88%	\$ 38.76	\$ 2.71	\$ 13.05	\$ 9.50	\$ 0.15	\$ 1.13	8	\$ 65.30	\$ 81.97	\$ 101.35
Apprentice Level 6	95%	\$ 41.85	\$ 2.93	\$ 13.05	\$ 9.50	\$ 0.15	\$ 1.13	8	\$ 68.61	\$ 86.61	\$ 107.53

D. Holidays. Recognized holidays are New Years' Day, Dr. Martin Luther King Day, Presidents' Day, Cesar Chavez Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day. An employee required to work on a holiday shall be paid at the 2x Overtime. Pay for unworked holidays is included in the regular Total Hourly Rate.

Footnotes continue on following page

21C.8 Footnotes Continued

E. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Other + Training. Vacation & Holiday rates are not included.

F. 1.5X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Other + Training. Vacation & Holiday rates are not included. 2x Overtime rates shall be paid for all hours between 10pm and 5am, hours on Saturday after the 1st 4 hours; all hours on Sundays and Holidays; any shift after 12 hrs. An employee must have 8 hour break after a double time shift. If a break of less than 8 hours is provided, the pay rate continues at the 2X overtime rate for each hour until the employee receives an 8 hour break.

The table is based on an analysis of the Collective Bargaining Agreement between the Freeman Expositions and Allied Trades District Council 36, on behalf of Sign Display and Allied Crafts Local Union 510 in effect for signatories from April 1, 2018 to March 31, 2021.

San Francisco Administrative Code Section 21C.9 - Broadcast Services

This chart is submitted to show the prevailing hourly wage rate and fringe benefits for any individual engaged in Broadcast Services on City property under a Contract, Lease, Franchise, Permit, or Agreement.

Sports Broadcasts		Employer Payments				Straight-Time	C Overtime	
	Craft	A, B Basic Hourly Rate	Health & Welfare	Pension	Training	Total Hourly Rate	1.5X	2X
1	Technical Director	\$ 72.92	\$ 9.16	\$ 5.00	\$ 0.04	\$ 87.12	\$ 123.58	\$ 160.04
2	Audio Mixer	\$ 71.09	\$ 9.16	\$ 4.90	\$ 0.04	\$ 85.19	\$ 120.74	\$ 156.28
3	Audio Assistant	\$ 42.29	\$ 9.16	\$ 3.46	\$ 0.04	\$ 54.95	\$ 76.10	\$ 97.24
4	Video Controller	\$ 58.51	\$ 9.16	\$ 4.28	\$ 0.04	\$ 71.99	\$ 101.24	\$ 130.50
5	Camera Operator	\$ 50.92	\$ 9.16	\$ 3.90	\$ 0.04	\$ 64.02	\$ 89.48	\$ 114.94
6	Handheld Camera	\$ 58.55	\$ 9.16	\$ 4.28	\$ 0.04	\$ 72.03	\$ 101.30	\$ 130.58
7	Robotic Camera	\$ 56.73	\$ 9.16	\$ 4.19	\$ 0.04	\$ 70.12	\$ 98.48	\$ 126.85
8	Video Tape Recorder	\$ 50.92	\$ 9.16	\$ 3.90	\$ 0.04	\$ 64.02	\$ 89.48	\$ 114.94
9	EVS/DDR	\$ 65.15	\$ 9.16	\$ 4.61	\$ 0.04	\$ 78.96	\$ 111.53	\$ 144.11
10	Graphics I (Graphics Operator)	\$ 55.84	\$ 9.16	\$ 4.14	\$ 0.04	\$ 69.18	\$ 97.10	\$ 125.02
11	Graphics Coordinator	\$ 38.98	\$ 9.16	\$ 3.30	\$ 0.04	\$ 51.48	\$ 70.97	\$ 90.46
12	Phone Assistant Director	\$ 39.11	\$ 9.16	\$ 3.31	\$ 0.04	\$ 51.62	\$ 71.17	\$ 90.73
13	Tape Assistant Director	\$ 44.95	\$ 9.16	\$ 3.60	\$ 0.04	\$ 57.75	\$ 80.22	\$ 102.70
14	Stage Manager	\$ 33.00	\$ 9.16	\$ 3.00	\$ 0.04	\$ 45.20	\$ 61.70	\$ 78.20
15	Bug Box	\$ 33.00	\$ 9.16	\$ 3.00	\$ 0.04	\$ 45.20	\$ 61.70	\$ 78.20
16	Statistician	\$ 28.62	\$ 9.16	\$ 2.78	\$ 0.04	\$ 40.60	\$ 54.91	\$ 69.22
17	Red Hat	\$ 33.00	\$ 9.16	\$ 3.00	\$ 0.04	\$ 45.20	\$ 61.70	\$ 78.20
18	Utility Technician	\$ 27.78	\$ 9.16	\$ 2.74	\$ 0.04	\$ 39.72	\$ 53.61	\$ 67.50
19	Parab	\$ 23.28	\$ 9.16	\$ 2.51	\$ 0.04	\$ 34.99	\$ 46.63	\$ 58.27
20	Runner	\$ 17.38	\$ 9.16	\$ 2.22	\$ 0.04	\$ 28.80	\$ 37.49	\$ 46.18

A. Daily Minimum call is 10 hours, including a 1 hour paid meal break at straight time, 8 hours of straight time and 1 hour of overtime at 1.5X Overtime.

B. Meal breaks shall begin within 6 hours of start time; however, if a meal break is not given by the sixth (6th) hour the employee shall be paid at 1.5 times rate for 1 hour.

C. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Training. 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Training. Any hours worked on 7th consecutive day after 10 hours are paid at double time rate. Holiday work is paid at 1.5 times the daily minimum call rate. Holidays not worked are unpaid. Work over the minimum call hours on holidays shall be paid at 2 times the basic hourly rate for all hour worked over the minimum. The holidays are: New Year's Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas. Holidays start at 6pm the day preceding the holiday and last until midnight of the holiday.

Extras

Premium Pay

Video paid by additional camera(s)	8th Cam	\$52.31	11th Cam	\$209.24
	9th Cam	\$104.62	12th Cam	\$261.55
	10th Cam	\$156.93	13th Cam	\$313.86
6 CH VTRX2		\$ 74.68	/Day	
ENG		\$ 112.11	/Day	
No Coordinator		\$ 145.12	/Day	
Ultra Mo Cam/VTR	Hand Cam + \$3.43/hr	\$ 54.35	Hourly rate	
RF Cam	Hand Cam + Eng/day	646.8	Day rate	

San Francisco Administrative Code Section 21C.9 - Broadcast Services Continued

Corporate / Entertainment		Employer Payments				Straight-Time	C Overtime	
Craft		A, B Basic Hourly Rate	Health and Welfare	Pension	Training	Total Hourly Rate	1.5X	2X
1	Technical Director	\$ 89.92	\$ 9.16	\$ 5.85	\$ 0.04	\$ 104.97	\$ 149.93	\$ 194.89
2	Audio Mixer A-1	\$ 87.74	\$ 9.16	\$ 5.74	\$ 0.04	\$ 102.68	\$ 146.55	\$ 190.42
3	Audio Assistant A-2	\$ 57.49	\$ 9.16	\$ 4.22	\$ 0.04	\$ 70.91	\$ 99.66	\$ 128.40
4	Video Controller	\$ 74.95	\$ 9.16	\$ 5.10	\$ 0.04	\$ 89.25	\$ 126.72	\$ 164.20
5	Camera Operator	\$ 67.44	\$ 9.16	\$ 4.72	\$ 0.04	\$ 81.36	\$ 115.08	\$ 148.80
6	Handheld Camera	\$ 76.98	\$ 9.16	\$ 5.20	\$ 0.04	\$ 91.38	\$ 129.87	\$ 168.36
7	Robotic Camera	\$ 70.37	\$ 9.16	\$ 4.87	\$ 0.04	\$ 84.44	\$ 119.62	\$ 154.81
8	Video Tape Recorder	\$ 67.49	\$ 9.16	\$ 4.72	\$ 0.04	\$ 81.41	\$ 115.16	\$ 148.90
9	EVS/DDR	\$ 74.95	\$ 9.16	\$ 5.10	\$ 0.04	\$ 89.25	\$ 126.72	\$ 164.20
10	Graphics I (Graphics Operator)	\$ 74.95	\$ 9.16	\$ 5.10	\$ 0.04	\$ 89.25	\$ 126.72	\$ 164.20
11	Graphics Coordinator	\$ 52.45	\$ 9.16	\$ 3.97	\$ 0.04	\$ 65.62	\$ 91.85	\$ 118.07
12	Phone Assistant Director	\$ 44.95	\$ 9.16	\$ 3.60	\$ 0.04	\$ 57.75	\$ 80.22	\$ 102.70
13	Tape Assistant Director	\$ 74.95	\$ 9.16	\$ 5.10	\$ 0.04	\$ 89.25	\$ 126.72	\$ 164.20
14	Stage Manager	\$ 52.45	\$ 9.16	\$ 3.97	\$ 0.04	\$ 65.62	\$ 91.85	\$ 118.07
15	Graphic II	\$ 40.92	\$ 9.16	\$ 3.40	\$ 0.04	\$ 53.52	\$ 73.98	\$ 94.44
16	Statistician	\$ 35.48	\$ 9.16	\$ 3.12	\$ 0.04	\$ 47.80	\$ 65.54	\$ 83.28
17	Red Hat	\$ 40.92	\$ 9.16	\$ 3.40	\$ 0.04	\$ 53.52	\$ 73.98	\$ 94.44
18	Utility Technician	\$ 34.49	\$ 9.16	\$ 3.07	\$ 0.04	\$ 46.76	\$ 64.01	\$ 81.25
19	Parab	\$ 28.80	\$ 9.16	\$ 2.79	\$ 0.04	\$ 40.79	\$ 55.19	\$ 69.59
20	Runner	\$ 22.49	\$ 9.16	\$ 2.47	\$ 0.04	\$ 34.16	\$ 45.41	\$ 56.65

A. Daily Minimum call is 10 hours, including a 1 hour paid meal break at straight time, 8 hours of straight time and 1 hour of overtime at 1.5X Overtime.

B. Meal breaks shall begin within 6 hours of start time; however, if a meal break is not given by the sixth (6th) hour the employee shall be paid at 1.5 times rate for 1 hour.

C. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Training. 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Training. Any hours worked on 7th consecutive day after 10 hours are paid at double time rate. Holiday work is paid at 1.5 times the daily minimum call rate. Holidays not worked are unpaid. Work over the minimum call hours on holidays shall be paid at 2 times the basic hourly rate for all hour worked over the minimum. The holidays are: New Year's Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas. Holidays start at 6pm the day preceding the holiday and last until midnight of the holiday.

These tables are based on the Collective Bargaining Agreement between KELLEYCORE d/b/a SAMMCO and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists, and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC and its Local 119 / Bay Area Freelance Association, in effect for signatories from April 1, 2017 to March 31, 2020.

San Francisco Administrative Code Section 21C.10 - Loading and Unloading

This chart is submitted to show the prevailing wage hourly wage rate and fringe benefits for loading, unloading, and driving commercial vehicles on City property for a Show or a Special event.

		EMPLOYER PAYMENTS					STRAIGHT-TIME		RATE	
CRAFT (JOURNEY LEVEL)	A, B	Basic Hourly Rate	C Health & Welfare	Pension	Training	D Vacation (Varies. Full-time employee at 5 years shown)	HOURS	TOTAL HOURLY RATE	E 1.5 X	F 2 X
Drivers		\$ 38.02	\$ 15.34	B \$ 9.63	\$ 0.25	\$ 2.19	8.0	\$ 65.43	\$ 84.44	\$ 103.45
Forklift Operators		\$ 37.27	\$ 15.34	B \$ 9.63	\$ 0.25	\$ 2.15	8.0	\$ 64.64	\$ 83.28	\$ 101.91
Helpers		\$ 36.95	\$ 15.34	B \$ 9.63	\$ 0.25	\$ 2.13	8.0	\$ 64.30	\$ 82.78	\$ 101.25

Footnotes

A. Holidays: Employees who worked at least 1500 hours in the prior calendar year receive all of the following paid holidays: New Year's Day, Presidents' Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Eve, Christmas Day, Day after Christmas, the Individual Employee's Birthday, and a Floating Holiday. Holidays that fall on a Sunday will be recognized and observed on the following Monday. Employees shall receive a full day's pay for the observance of said holidays. An employee required to work on a holiday shall be paid at the 2X overtime rate. Employees who worked fewer than 1500 hours in the prior calendar year receive the following number of paid holidays: 400-629 hours in the prior calendar year - 3 paid holidays. 630-1049 hours - 5 paid holidays. 1050-1264 hours - 7 paid holidays. 1265-1499 hours - 9 paid holidays. The employer shall, by each January 31, notify the employee of the previous year's qualifying hours. The employee will advise the employer by February 10 of the holidays they will want to be paid.

C. Payable up to a maximum of 3,000 hours per year

D. Vacation Rates: If an employee worked at least 1500 hours in the prior calendar year, the employee earns 100% of the following vacation rates:

		Years of Service				
Craft		0-1 Years	1+ Years	3+ Years	10+ Years	20+ Years
Drivers		\$0.00	\$1.42	\$ 2.19	\$2.92	\$3.66
Forklift Operators		\$0.00	\$1.40	\$ 2.15	\$2.87	\$3.58
Helpers		\$0.00	\$1.38	\$ 2.13	\$2.84	\$3.55

For employees with 3 or more years of service who did not work 1500 hours in the prior calendar year, vacation rates are a percentage of those shown above. Employees with 630 to 1049 hours in the prior calendar year receive 40% of rates shown; those with 1050 to 1264 hours receive 60%; and those with 1265 to 1499 hours receive 80%.

For employees with 1-3 years of service who did not work 1500 hours in the prior calendar year, vacation rates are a percentage of those shown above. Employees with 700-1039 hours in the prior calendar year receive 20% of the rate shown; those with 1040 to 1499 hours receive 50%.

Footnotes continued on the following page.

21C.10 Footnotes Continued

E. 1.5X Overtime = (1.5 x basic hourly rate) + Health & Welfare + Pension + Training + Vacation. Drivers shall be paid time 1.5X Overtime Rates for work between 8:00 A.M. to 3:00 P.M. on Saturdays, with a minimum shift of 6 hours. Drivers shall be also be paid 1.5X Overtime for all work before 8:00 A.M. and after 3:00 P.M. on Saturdays, and a minimum of 4 hours shall be guaranteed.

F. 2X Overtime = (2 x basic hourly rate) + Health & Welfare + Pension + Training + Vacation. All Sunday and holiday work will be paid at double time, with a 4 hour minimum guarantee

The table is based on the Collective Bargaining Agreement between Freeman Exposition Inc., GES/Global Experience Specialists, Curtin Convention & Exposition Services, Inc. and Teamsters Local 2785, Local 287 and Local 70 in effect for signatories from April 1, 2017 to March 31, 2021.

San Francisco Administrative Code Section 21C.11 - Security Employees

This chart is submitted as the prevailing hourly wage rate and fringe benefits required for Security Guard Services at any facility or any property owned or leased by the City.

Classification	EMPLOYER PAYMENTS			STRAIGHT-TIME		D OVERTIME HOURLY RATE	
	A Basic Hourly Rate	B Health & Welfare (Varies. Shown with employee only).	C Vacation (Varies. Shown at 5 years for Security Officer 4)	Hours	Total Hourly Rate	1.5 X	2 X
Security Officer 1 start 1.1.2021 or after	\$ 16.70	\$ 3.66	\$ -	8	\$ 20.36	\$ 28.71	\$ 37.06
Security Officer 2 start 1.1.2020 or after	\$ 16.65	\$ 3.66	\$ 0.32	8	\$ 20.63	\$ 28.96	\$ 37.28
Security Officer 3 start 1.1.2019 or after	\$ 16.70	\$ 3.66	\$ 0.32	8	\$ 20.68	\$ 29.03	\$ 37.38
Security Officer 4 start 1.1.2018 or after	\$ 16.85	\$ 3.66	\$ 0.65	8	\$ 21.16	\$ 29.59	\$ 38.01
Security Officer 5 start date 12.31.2017 or prior	\$ 17.05	\$ 3.66	\$ 0.66	8	\$ 21.37	\$ 29.90	\$ 38.42

Footnotes

A. Security Officer progression rates depends on start date. No work performed on a named holiday is paid at straight time. Worked performed on a named holiday is paid at 1.5 times the basic hourly rate. Work performed on a named holiday in excess of 8 hours will be paid at 2 time the basic hourly rate. The named holidays are New Year's Day, July 4th, Martin Luther King, Jr. Day, Labor Day, President's Day, Thanksgiving Day, Memorial Day, Christmas Day.

B. Health and Welfare Rates are subject to change. Single employee contributions begin at 90 days of service; dependent benefits begin with 3 years. Required hourly rates: employee only \$3.66, capped at \$632.51 monthly; employee + 1 Dependent = \$6.62, capped at \$1,145.27 monthly; employee + 2 or more Dependents = \$9.54, capped at \$1,649.56 monthly. "Dependent" means dependent as defined in the Internal Revenue Code (26 U.S.C. sec. 152).

C. Upon completion of 1 year of continuous service and 1600 hours, vacation is paid at >1, 3, 6, and 15 year rates. Partial rates - defined as 50% of the full rate - are for 6 months or more continuous service and 800 hours in a year.

Vacation Values	> 1 year	3+ Years	6+ Years	15+ Years
Security Officer 1	\$ -	\$ -	\$ -	\$ -
Security Officer 2	\$ -	\$ -	\$ -	\$ -
Security Officer 3	\$ -	\$ -	\$ -	\$ -
Security Officer 4	\$ 0.32	\$ 0.65	\$ 0.97	\$ 1.30
Security Officer 5	\$ 0.33	\$ 0.66	\$ 0.98	\$ 1.31

D. 1.5X Overtime rates = (1.5 x basic hourly rate) + health and welfare + vacation. 2X Overtime rates = (2 x basic hourly rate) + health and welfare + vacation.

The table is based on the Collective Bargaining Agreement between Allied Universal Security Services, G4S Secure Solutions (USA) Inc., Securitas Security Services USA, Inc., U.S. Security Associates, Cypress Security, Professional Technical Security Services, Inc., and ProGuard Private Security and Services Employees International Union, United Services Workers West in effect for signatories from August 5, 2017 through June 30, 2021.

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#)
Subject: FW: 3rd Quarter 2020 Chapter 96A Report
Date: Monday, November 2, 2020 9:44:00 AM
Attachments: [3rd Qtr 2020 96A Report1.pdf](#)

From: Scott, William (POL) <william.scott@sfgov.org>
Sent: Monday, November 2, 2020 9:14 AM
To: Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>; Mchugh, Eileen (BOS) <eileen.e.mchugh@sfgov.org>
Subject: Fw: 3rd Quarter 2020 Chapter 96A Report

Dear Ms. Calvillo,

Last Friday, Chief Scott directed me to send the attached to Sup. Yee re the Third Qtr. 2020 96A Report. We thought it would also be best that we send a copy to you.

Please see attached letter from Chief Scott.

Sincerely,
Rowena

Chief William Scott

San Francisco Police Department

Police Headquarters

1245 3rd Street

San Francisco, CA 94158

From: Scott, William (POL)
Sent: Friday, October 30, 2020 2:49 PM
To: Breed, Mayor London (MYR) <mayorlondonbreed@sfgov.org>; Davis, Sheryl (HRC) <sheryl.davis@sfgov.org>; Simley, Shakirah (HRC) <shakirah.simley@sfgov.org>; Taylor, Damali (POL) <damali.a.taylor@sfgov.org>; Yee, Norman (BOS) <norman.yee@sfgov.org>
Cc: Sun, Selina (MYR) <selina.sun@sfgov.org>; Youngblood, Stacy (POL) <Stacy.A.Youngblood@sfgov.org>; lori.gannon@sfgov.org <lori.gannon@sfgov.org>; Low, Jen (BOS) <jen.low@sfgov.org>; Fountain, Christine (POL) <christine.fountain@sfgov.org>; McGuire, Catherine (POL) <catherine.mcguire@sfgov.org>; Cunningham, Jason (POL) <jason.cunningham@sfgov.org>; Carr, Rowena (POL) <Rowena.Carr@sfgov.org>; Lee, Ivy (MYR) <ivy.lee@sfgov.org>
Subject: 3rd Quarter 2020 Chapter 96A Report

Mayor Breed, Supervisor Yee, Commissioner Taylor, Director Davis and Director Simley:

On behalf of Chief Scott, please see attached letter regarding the Third Quarter 2020 Chapter 96A Report, Law Enforcement Reporting Requirements.

Thank you,
Rowena
415-837-7003

Chief William Scott

San Francisco Police Department

Police Headquarters

1245 3rd Street

San Francisco, CA 94158



LONDON N. BREED
MAYOR

CITY AND COUNTY OF SAN FRANCISCO
POLICE DEPARTMENT
HEADQUARTERS
1245 3RD Street
San Francisco, California 94158



WILLIAM SCOTT
CHIEF OF POLICE

October 30, 2020

The Honorable London N. Breed
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

The Honorable Norman Yee
Board of Supervisors
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

The Honorable Damali Taylor
Police Commission
1245 3rd Street
San Francisco, CA 94158

Director Sheryl Davis
Human Rights Commission
25 Van Ness Avenue, Suite 800
San Francisco, CA 94102

Director Shakirah Simley
Office of Racial Equity
25 Van Ness Avenue, Suite 800
San Francisco, CA 94102

Mayor Breed, Supervisor Yee, Commissioner Taylor, Director Davis and Director Simley:

RE: Third Quarter 2020 Chapter 96A Report, Law Enforcement Reporting Requirements

The report required for submission per Chapter 96A to include reporting of officer activity (Chapter 96A.3, 96A.4) and crime victim data (Chapter 96A.5) will be delayed. San Francisco Police Department's commitment to respond to the community and our stakeholders by continuously improving this report, coupled with increased requests for analysis, has increased the production time of this report.

Your patience and consideration is greatly appreciated. The department anticipates this report will be completed and available within 14 days. If I can be of further assistance, please do not hesitate to contact me.

Sincerely,

WILLIAM SCOTT
Chief of Police

/cf

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: The Department of Elections Announces Results Reporting Schedule for the November 3 Election
Date: Monday, November 2, 2020 11:30:00 AM

From: SFVote, (REG) <sfvote@sfgov.org>

Sent: Saturday, October 31, 2020 4:00 PM

Subject: The Department of Elections Announces Results Reporting Schedule for the November 3 Election

Department of Elections
City and County of San Francisco
John Arntz, Director

For Immediate Release

SAN FRANCISCO, Saturday, October 31, 2020 – The Department of Elections will report preliminary and final election results for the November 3 election according to the schedule below.

Reporting Preliminary Results after the Close of Polls on Election Night

The Department will release the first preliminary summary report of election results at approximately 8:45 p.m. This report will provide the results from the vote-by-mail ballots that the Department received and processed before Election Day. With this first summary report, the Department will also release a preliminary Statement of the Vote, ranked-choice reports for all ranked-choice voting contests, and Cast Vote Record data.

At approximately 9:45 p.m., the Department will release a second summary report of results. The second report will add the initial votes received from polling places to the votes reported in the first results report. At approximately 10:45 p.m., the Department will issue a third summary results report that will add more votes from polling places received since the previous report. After all polling places have reported, the Department will release a final summary report as well as a second preliminary Statement of the Vote, ranked-choice reports, and Cast Vote Record data.

During the first and last reports on Election Night, and at 4 p.m. on any day afterwards during which ballots are counted, the Department will release the following preliminary reports:

1. Statement of the Vote, showing a precinct-by-precinct breakdown of votes cast at polling places and by mail, including neighborhood and district breakdowns in the following formats:
 - a. PDF
 - b. Excel
 - c. XML
2. Ranked-choice reports for all ranked-choice voting contests, including those contests for which there are majority leaders, showing elimination of candidates until only two candidates remain, in the following formats:
 - a. Round-by-round elimination reports in PDF, Excel, and XML formats
 - b. Detailed round-by-round elimination reports in PDF, Excel, and XML formats
3. Cast Vote Record is the raw data of all votes cast in the election, available in the following format:
 - a. JSON

On Election Night, preliminary results will be available from the following sources:

1. Statewide Election results will be available at sos.ca.gov
2. On the results page of the Department's website, sfelections.org/results – all results reports, including the preliminary Statement of the Vote and the Cast Vote Record data, will be posted.
3. San Francisco Government Television – SFGTV, Channel 26, will report summary results throughout the night in a news ticker during SFGTV programming.
4. Outside City Hall
 - a. City Hall, Grove Street entrance – paper copies of the results reports will be available on a table located outside City Hall at the entrance on the Grove Street side of the building. However, due to their length, preliminary Statements of the Vote will not be printed and paper copies will not be available.
 - b. Civic Center Plaza –the Department will provide printed copies of the most recent results reports at the corner of Carlton B. Goodlett Place (Polk Street) and Grove Street, on the Civic Center Plaza side. Director John Arntz will be available for questions at this location whenever updated results reports are issued.
5. On Twitter @sfelections and Facebook.com/sfelections

Reporting Preliminary Results after Election Day

The Department will continue to process and count ballots after the Election Day. At 4 p.m. every day on which the ballots are counted, the Department will release updated results reports in the same manner as described above regarding the issuing of results on Election Night. On days during which the Department does not count ballots, the Department will post a notice on sfelections.org stating that no update will be issued for a specified day or days.

Reporting Final Election Results

The Department will release final election results no later than December 3, the end of the canvass period.

The Department will post the final results on sfelections.org and outside the Department's office, City Hall, Room 48, as well as issue a press release and post information on social media.

A sample "zero" summary report posted at sfelections.sfgov.org/november-3-2020-election-results-summary includes a navigation path to webpages that will display the preliminary results posted on and after Election Night, and the final results posted after the election is certified.

###

Department of Elections
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place
City Hall, Room 48
San Francisco, CA 94102
(415) 554-4375
sfelections.org



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From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: Today is Election Day for the 2020 Consolidated General Election!
Date: Tuesday, November 3, 2020 8:18:00 AM

From: SFVote, (REG) <sfvote@sfgov.org>
Sent: Tuesday, November 3, 2020 5:02 AM
Subject: Today is Election Day for the 2020 Consolidated General Election!

Department of Elections
City and County of San Francisco
John Arntz, Director

For Immediate Release

SAN FRANCISCO, Tuesday, November 3, 2020– The Voting Center at 99 Grove Street and all 588 polling places in San Francisco are open from 7 a.m. to 8 p.m. All in-person voting sites offer translated election materials and accessibility resources, and are set up to facilitate safe and convenient voting experience. San Franciscans can confirm the locations of their polling places at sfelections.org/myvotinglocation or by calling (415) 554-4375.

Voters are reminded to wear a facial covering and maintain social distancing when voting in person.

Voters may drop off their mail-in ballots at any polling place or the Voting Center. Voters can also return the ballots to any ballot drop-off station in the City. (A list of official San Francisco ballot drop-off stations can be found at sfelections.org/balлотdropofflocations.) Ballots that are personally returned must be delivered no later than the close of polls at 8:00 p.m.

Ballots returned by mail must be postmarked with today's date. Voters should check the pickup time on the blue USPS collection box, home letterbox, or business mail drop, if mailing their ballots on Election Day. If the last pickup has already occurred, the ballot envelope will be postmarked late and will not be counted. Voters can also take the ballot to a local post office and confirm with the counter representative that the ballot will be postmarked with today's date.

Anyone with questions related to voting or other election matters is urged to call the Department of Elections immediately at (415) 554-4375 so that Department personnel can assist while the polls are open and there is still the opportunity to vote.

Anyone who believes they have information concerning a possible incident of election fraud or interference should call the San Francisco District Attorney's Election Fraud Hotline at (628) 652-4368.

The Department of Elections will release preliminary election results tonight. The first report will be available at approximately 8:45 p.m., with updates throughout the evening. The results will be available from the following sources:

1. Statewide Election results will be available at sos.ca.gov
2. On the results page of the Department's website, sfelections.org/results – all results reports, including the preliminary Statement of the Vote and the Cast Vote Record data, will be posted.
3. San Francisco Government Television – SFGTV, Channel 26, will report summary results throughout the night in a news ticker during SFGTV programming.
4. Outside City Hall

- a. City Hall, Grove Street entrance – paper copies of the results reports will be available on a table located outside City Hall at the entrance on the Grove Street side of the building. However, due to their length, preliminary Statements of the Vote will not be printed and paper copies will not be available.
- b. Civic Center Plaza –the Department will provide printed copies of the most recent results reports at the corner of Carlton B. Goodlett Place (Polk Street) and Grove Street, on the Civic Center Plaza side. Director John Arntz will be available for questions at this location whenever updated results reports are issued.

5. On Twitter @sfelections and Facebook.com/sfelections

###

Department of Elections
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place
City Hall, Room 48
San Francisco, CA 94102
(415) 554-4375
sfelections.org



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From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: The Department of Elections Provides Key Reminders about Participating in the November 3 Election
Date: Friday, October 30, 2020 11:25:00 AM

From: SFVote, (REG) <sfvote@sfgov.org>

Sent: Friday, October 30, 2020 10:46 AM

Subject: The Department of Elections Provides Key Reminders about Participating in the November 3 Election

Department of Elections
City and County of San Francisco
John Arntz, Director

For Immediate Release

SAN FRANCISCO, Friday, October 30, 2020 – The November 3 Election is just days away and nearly 280,000 San Francisco voters have already returned their ballots, representing 54 percent of registered voters in the City.

"Voters have many opportunities to safely participate in the upcoming election", said Director John Arntz. "It's important to vote in whichever way you are most comfortable. If you plan to return your mail-in ballot, please remember that ballots must either be dropped off at an official drop-off station by 8 p.m. November 3, or postmarked November 3 through the mail to be counted."

It is not too late to register to vote

Any eligible San Francisco resident can still register in person and cast a provisional ballot up through the close of polls on November 3. Conditional registration and voting is available at the Voting Center at 99 Grove St., and on Election Day at all 588 polling places.

Mail your ballot and skip the line

All registered voters received ballots in the mail. Voters can simply place their voted ballot inside the envelope provided, sign the envelope, and put the envelope in the mail— postage is paid!

To be counted, ballots returned by mail must be postmarked on or before November 3. To search for convenient locations of blue USPS boxes and pickup times, voters can go to usps.com/locator.

Voters may also return their ballots to the Voting Center, open now, or one of the official drop-off stations, open starting Friday, October 31.

All official ballot drop-off stations will be staffed with Elections personnel wearing red vests and tasked with ensuring security of ballots returned by voters. At drop-off stations, voters deposit their voted ballots into sealed red ballot boxes that bear the official seal of the City and County of San Francisco.

A list of official San Francisco ballot drop-off stations can be found at selections.org/balлотdropofflocations.

Safety precautions

Voters are reminded to wear a facial covering and maintain social distancing when voting in person.

The Department of Elections is committed to the safety and accessibility of voting to all voters. That includes ensuring that on Election Day all 588 polling places in San Francisco are taking all necessary safety precautions.

- Hand sanitizer, gloves, and face masks will be available to all voters
- To minimize congestion, a poll worker will be stationed at the entrance to each polling place to facilitate collection of vote-by-mail ballots returned by voters
- All poll workers will be equipped with PPE
- Polling places will be arranged to maintain social distancing
- Each polling place will have a maximum capacity allowed to maintain distancing indoors
- Frequent cleaning and sanitation practices will be employed
- Signage will be posted reminding voters to wear a facial covering and maintain social distancing at all times
- Voters who prefer not to enter a polling place may request to vote curbside by notifying a poll worker

To provide adequate space for social distancing at voting locations, between the March 2020 election and the November 2020 election, the Department of Elections has relocated many polling places. Voters can check information about their assigned polling place on the back cover of their Voter Information Pamphlet or at sfelections.org/myvotinglocation.

Emergency Ballot Delivery Program

Any voter unable to travel to a polling place or the Voting Center due to illness, disability, or confinement, including a voter under COVID-19-related quarantine, may request a ballot delivery or pick up by contacting the Department of Elections. All Department staff involved in ballot deliveries are trained on health and safety protocols, including cleaning and sanitization, physical distancing, and proper wearing and disposal of PPE, and provided with respiratory protection, face shields, gowns, and gloves.

Anyone with questions about registration or voting is encouraged to call the Department of Elections at (415) 554-4375 or write to sfvote@sfgov.org.

###

Department of Elections
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place
City Hall, Room 48
San Francisco, CA 94102
(415) 554-4375
sfelections.org



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From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: The Department of Elections Releases Preliminary Total of Uncounted Ballots for the November 3, 2020, Consolidated General Election
Date: Wednesday, November 4, 2020 12:03:00 PM

From: SFVote, (REG) <sfvote@sfgov.org>
Sent: Wednesday, November 4, 2020 11:01 AM
Subject: The Department of Elections Releases Preliminary Total of Uncounted Ballots for the November 3, 2020, Consolidated General Election

Department of Elections
City and County of San Francisco
John Arntz, Director

For Immediate Release
SAN FRANCISCO, Wednesday, November 4, 2020 – The San Francisco Department of Elections must still review and process approximately 90,000 ballots cast in the November 3, 2020, Consolidated General Election.

The estimated number of vote-by-mail ballots to process is 81,000. The estimated number of provisional and conditional voter registration ballots to process is approximately 9,000.

This approximate total is based on the preliminary count of ballots received on Election Night and will change as the Department processes ballots over the next several weeks. The Department will issue daily updates on the number of ballots remaining for processing and counting.

The United States Postal Service (USPS) will deliver nearly 2,700 vote-by-mail ballots today. Most of these ballots will likely have postmarks dated on or before Election Day, which allows the Department to process them. The Department will continue to process vote-by-mail ballots with valid postmarks and received from the USPS or a bona fide private mail delivery company through Friday, November 20. The Department expects to process most vote-by-mail ballots by Saturday, November 7.

The Department will issue updated preliminary results reports today around 4 p.m.

The Department will review provisional ballots through the week and may begin reporting results from provisional ballots this weekend.

The Department will continue to release updated results reports daily, including this weekend, at 4 p.m. When releasing results, the Department also will post on its website summary results, as well as results according to precincts, neighborhoods, and Supervisorial districts, and in multiple formats.

sfelections.sfgov.org/november-3-2020-election-results-summary

###

Department of Elections
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place
City Hall, Room 48

San Francisco, CA 94102
(415) 554-4375
sfelections.org



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From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: Consolidated General Election Results Report #5 and Ballot Processing Update
Date: Wednesday, November 4, 2020 4:23:00 PM

From: SFVote, (REG) <sfvote@sfgov.org>
Sent: Wednesday, November 4, 2020 4:19 PM
Subject: Consolidated General Election Results Report #5 and Ballot Processing Update

Department of Elections
City and County of San Francisco
John Arntz, Director

For Immediate Release
SAN FRANCISCO, Wednesday, November 4, 2020 – The San Francisco Department of Elections issued the fifth preliminary election results report of votes cast for the November 3, 2020, Consolidated General Election.

Today's report includes 1,035 votes from vote-by-mail ballots issued at the Voting Center before Election Day.

The estimated total number of ballots to process is 90,000, which consists of approximately 81,000 vote-by-mail ballots and 9,000 provisional and conditional voter registration ballots.

The Department halted the processing of vote-by-mail ballots at approximately 3 p.m. Monday, November 2, to facilitate in-person voting at the polling places. This halt in processing vote-by-mail ballots allowed voters to go to their polling places and vote a regular ballot which was tabulated at their polling places, rather than having to vote a provisional ballot. Starting this afternoon, the Department has commenced the processing of vote-by-mail ballots and Thursday's results report will include a much greater number of votes.

These approximate totals are based on preliminary counts of ballots and will change as the Department processes ballots over the next several weeks. The Department will issue daily updates at 4 p.m. that include the number of ballots remaining for processing and counting.

Department personnel will work until 10 p.m. today to process ballots, and will work from 8 a.m. until 8 p.m. for the next several days to review and process vote-by-mail, provisional, and conditional voter registration ballots. The Department expects to process most vote-by-mail ballots by Saturday, November 7 and may begin reporting results this weekend from provisional and conditional voter registration ballots.

The Department will release updated results reports, including weekends, at 4 p.m. on days the Department tabulates votes and will post results reports on the Department's website:
selections.sfgov.org/november-3-2020-election-results-summary

When releasing results, the Department also will post summary results, as well as results according to precincts, neighborhoods, and Supervisorial districts, and in multiple formats.

###

Department of Elections
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place

City Hall, Room 48
San Francisco, CA 94102
(415) 554-4375
sfelections.org



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From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#); [BOS-Administrative Aides](#)
Cc: [Calvillo, Angela \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Wong, Linda \(BOS\)](#); [Laxamana, Junko \(BOS\)](#); [Sandler, Risa \(CON\)](#)
Subject: FW: Budget Certification from Departments for Fiscal Years 2020-21 and 2021-22
Date: Monday, November 2, 2020 5:28:00 PM
Attachments: [FY2021 & FY2022 Budget Certification to MYR and BOS.pdf](#)

From: Sandler, Risa (CON) <risa.sandler@sfgov.org>

Sent: Monday, November 2, 2020 3:56 PM

To: Groffenberger, Ashley (MYR) <ashley.groffenberger@sfgov.org>; Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>; Campbell, Severin (BUD) <severin.campbell@sfgov.org>

Cc: Rosenfield, Ben (CON) <ben.rosenfield@sfgov.org>

Subject: Budget Certification from Departments for Fiscal Years 2020-21 and 2021-22

Dear Acting Mayor's Budget Director Groffenberger, Clerk Calvillo, and Director of the Budget and Legislative Analyst's Office,

Good afternoon. Per Administrative Code 9.115 and Administrative Code section 3.14, the Controller's office is forwarding a summary of departments' budget certifications for Fiscal Years 2020-21 and 2021-22.

Sincerely,
Risa

Risa Sandler
City and County of San Francisco
Controller's Office, Budget and Analysis Division
415.554.5254



OFFICE OF THE CONTROLLER

CITY AND COUNTY OF SAN FRANCISCO

Ben Rosenfield
Controller

Todd Rydstrom
Deputy Controller

November 2, 2020

The Honorable London Breed
Mayor, City and County of San Francisco
City Hall, Room 200

The Honorable Board of Supervisors
Room 244, City Hall
San Francisco, CA 94103

Re: Fiscal Years 2020-2021 and 2021-2022 Budget Certification

Dear Mayor Breed and Members of the Board of Supervisors,

Charter Section 9.115 and Administrative Code Section 3.14 require that each department head certify that the funding provided in the budget as adopted by the Board of Supervisors and Mayor is adequate for their department to meet the service levels and operations proposed for the fiscal year. This certification takes the form of a letter addressed to the Mayor and Board of Supervisors and must be issued within 30 days of the Board's adoption of the budget.

At this time, all departments, apart from the Office of the District Attorney and the Sheriff's Department, have certified the adequacy of their budgets, with the following departments qualifying their statements:

- **Assessor/Recorder** – has provided certification with the note that there shall be no requests for supplemental appropriations barring unforeseen circumstances such as changes to California State property tax law.
- **City Attorney** – has provided certification with qualification that other departments' use of City Attorney services shall need to be reimbursed, and that the department will request appropriation of fees and costs from non-City sources.
- **Superior Court of California** – has provided certification with qualification that indigent defense may incur additional costs beyond the appropriated funding level, in which case a supplemental appropriation shall be requested.
- **Fire Department** – has provided certification, and qualification that unanticipated costs, events, or circumstances may exceed the appropriated level and would require a supplemental appropriation request.
- **Juvenile Probation** – has provided certification, and notes a budget expenditure reserve in the second year of the budget, Fiscal Year 2021-22, that is a significant portion of the department's total budget
- **Municipal Transportation Agency** – has provided certification regarding service levels as temporarily modified in response to the COVID-19 pandemic emergency.

The **Office of the District Attorney** has declined to certify the funding in the department's adopted budget for Fiscal Years 2020-2021 and 2021-2022, indicating that the budget is inadequate in the General Felonies Unit, and that understaffing has been exacerbated by resources needed to address a current matter in the Medical Examiner's Office.

The **Sheriff's Department** has noted that funding may not be adequate for the operation of the department, including comparison to other departments' reductions, insufficient expenditure budget for work for other departments, and labor costs that may exceed budget, including the Department's estimate of an additional \$10,000,000 cost due to COVID-related sick leave.

All departmental budget certifications assume the release of appropriated reserves placed by the Controller's Office, the Mayor's Office, and the Board of Supervisors.

If you have any questions about this material, please contact me at (415) 554-7500.

Sincerely,

/s/

Ben Rosenfield
Controller

Attachments: Select department budget certification letters

cc: Mayor's Acting Budget Director
Budget and Legislative Analyst

CARMEN CHU
ASSESSOR-RECORDER



SAN FRANCISCO
OFFICE OF THE ASSESSOR-RECORDER

October 13, 2020

Honorable London Breed
Mayor, City and County of San Francisco
City Hall, Room 200

Angela Calvillo, Clerk of the Board
Board of Supervisors
City Hall, Room 244

Ben Rosenfield, Controller
City Hall, Room 316

RE: Adopted Budget for FY 2020-21 and FY 2021-22

I hereby certify, in conformance with San Francisco Charter Section 9.115 and San Francisco Administrative Code Section 3.14, that the funding provided in the adopted budget for Fiscal Year 2020-21 and Fiscal Year 2021-22 as adopted by the Board of Supervisors is adequate for my department to meet reduced service levels as proposed to the Board.

I anticipate that I shall make no requests for supplemental appropriations barring unforeseen circumstances such as changes to California State property tax law.

Sincerely,

A handwritten signature in black ink, appearing to be "Carmen Chu", written over a horizontal line.

Carmen Chu
Assessor

cc: Ashley Groffenberger, Acting Mayor's Budget Director
Michelle Allersma, Controller's Budget and Analysis Division Director

CITY AND COUNTY OF SAN FRANCISCO



DENNIS J. HERRERA
City Attorney

OFFICE OF THE CITY ATTORNEY

DIRECT DIAL: (415) 554-4748
E-MAIL: brittany.feitelberg@sfcityatty.org

October 14, 2020

Honorable London Breed
Mayor, City and County of San Francisco
City Hall, Room 200

Angela Calvillo, Clerk of the Board
Board of Supervisors
City Hall, Room 244

Ben Rosenfield, Controller
City Hall, Room 316

RE: Adopted Budget for FY 2020-21 and FY 2021-22

I hereby certify, in conformance with San Francisco Charter Section 9.115 and San Francisco Administrative Code Section 3.14, that the funding provided in the adopted budget for Fiscal Year 2020-21 and Fiscal Year 2021-22 as adopted by the Board of Supervisors is adequate for my department to meet service levels as proposed to the Board.

If client departments use services beyond those contemplated during the budget process, I anticipate they will reimburse my department for the actual costs incurred. Additionally, I anticipate my department will request appropriations of attorney's fees and costs recovered from non-City sources.

Very truly yours,

/S/ DENNIS J. HERRERA

City Attorney

cc: Dora Okai, City Attorney CFO
Ashley Groffenberger, Acting Mayor's Budget Director
Michelle Allersma, Controller's Office Budget and Analysis Division Director

SUPERIOR COURT OF CALIFORNIA

COUNTY OF SAN FRANCISCO

400 McAllister Street, Room 205
San Francisco, CA 94102-4512
Phone: 415-551-5737
FAX: 415-551-5701



T. MICHAEL YUEN
COURT EXECUTIVE OFFICER

October 13, 2020

Hon. London Breed, Mayor
City & County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 200
San Francisco, CA 94102-4694

Angela Calvillo, Clerk of the Board
Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102-4694

Ben Rosenfield, Controller
Office of the Controller
1 Dr. Carlton B. Goodlett Place, Room 312
San Francisco, CA 94102-4694

Subject: Adopted Budget for Fiscal Year 2020-21 and 2021-22

Dear Ladies and Gentlemen:

As you are aware, the Superior Court, as the local judicial branch of government, is funded by the State of California for court operations as defined in Government Code Section 77003, while the City funds the Court to provide non-court operations. I hereby certify, in conformance with Charter Section 9.115 and Administrative Code Section 3.14, that the funding provided in the City's budget for Fiscal Years 2017-18 and 2018-19, as adopted by the Board of Supervisors and executed by the Mayor, is adequate for the Court to meet the service levels of City-funded, non-court operations as proposed to the Board.

The Court will strive to administer indigent defense with the intent on keeping costs within the budgeted allocation. However, it should be noted that variables such as the volume of serious felony criminal cases and subsequently, the number of cases that are referred to private defense representation – factors not within the Court's control – may increase costs beyond the appropriated funding level. In such an event, the Court will be submitting a mid-year supplemental appropriation request for additional funding to ensure that defendants have adequate legal representation, per the City and County's mandates.

Sincerely,

A handwritten signature in blue ink, appearing to read "T. Michael Yuen".

T. Michael Yuen
Chief Executive Officer

cc: Ashley Groffenberger, Acting Mayor's Budget Director, Office of Public Policy & Finance
Michelle Allersma, Director of the Budget & Analysis Division, Controller's Office

JEANINE R. NICHOLSON
CHIEF OF DEPARTMENT



LONDON N. BREED
MAYOR

SAN FRANCISCO FIRE DEPARTMENT
CITY AND COUNTY OF SAN FRANCISCO

October 13, 2020

Honorable London N. Breed
Mayor, City and County of San Francisco
City Hall, Room 200

Angela Calvillo, Clerk of the Board
Board of Supervisors
City Hall, Room 244

Ben Rosenfield, Controller
City Hall, Room 316

Subject: Adopted Budget for FY 2020-21 and FY 2021-22

Ladies and Gentlemen:

In conformance with San Francisco Charter Section 9.115 and San Francisco Administrative Code Section 3.14, I hereby certify that the funding provided in the budget for Fiscal Year 2020-21 and FY 2021-22, as adopted by the Board of Supervisors, appears at this time to be adequate for the San Francisco Fire Department (SFFD) to meet service levels as proposed by the Board.

The SFFD has worked closely with the Mayor's Office, the Board of Supervisors, and the Controller's Office throughout the budget cycle to combat the difficult realities of the City's economic climate and appreciates the support for the Department.

In light of the current COVID-19 pandemic, and the resulting fiscal impacts on the City's budget, the Fire Department, like many of our City partners, had to absorb a number of difficult budget reductions through the course of this unique budget cycle. While being able to avoid front-line impacts to Department operations, these reductions will have a negative impact on Departmental infrastructure going forward. The Department will be monitoring the impact of these reductions closely as well as additional budgetary impacts of the continuing pandemic as it progresses.

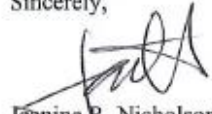
Adopted Budget for FY 2020-21 and FY 2021-22

October 13, 2020

Page Two

The SFFD intends to operate within our allocated budget for FY 2020-21 and FY 2021-22. However, unanticipated costs or unforeseen events or circumstance could result in increased costs for this Fiscal Year and the need for supplemental funding. The SFFD will continue to work closely with the Mayor and Controller's offices through the course of the year to monitor any pertinent issues that may arise.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jeanine R. Nicholson', is written over a horizontal line.

Jeanine R. Nicholson
Chief of Department

cc: Ashley Groffenberger, Acting Mayor's Budget Director
Michelle Allersma, Controller's Office Budget and Analysis Division Director



**City and County of San Francisco
Juvenile Probation Department**

Katherine Weinstein Miller
Chief Probation Officer

375 Woodside Avenue
San Francisco, CA 94127
(415) 753-7800

October 20, 2020

Honorable London Breed
Mayor, City and County of San Francisco
City Hall, Room 200

Angela Calvillo, Clerk of the Board
Board of Supervisors
City Hall, Room 244

Ben Rosenfield, Controller
City Hall, Room 316

Re: Adopted Budget for FY 2020-21 and FY 2020-21

I am grateful for the opportunity to partner with you to present the Juvenile Probation Department's balanced biennial budgets. Our Fiscal Year 2020-21 and 2021-22 budgets are the product of an engaged juvenile justice community, visionary city leadership, and dedicated staff who worked diligently to prepare a budget in support of our mission:

- To serve the needs of youth and families who are brought to our attention with care and compassion;
- To identify and respond to the individual risks and needs presented by each youth;
- To engage fiscally sound and culturally humble strategies that promote the best interests of the youth;
- To provide victims with opportunities for restoration;
- To identify and utilize the least restrictive interventions and placements that do not compromise public safety;
- To hold youth accountable for their actions while providing them with opportunities and assisting them to develop new skills and competencies; and
- To contribute to the overall quality of life for the citizens of San Francisco within the sound framework of public safety as outlined in the Welfare & Institutions Code.

I look forward to continuing our collaboration as we approach FY 2021-22, in which we must manage the \$3.4 million Board of Supervisor's budget reserve. This reserve reflects one-quarter of the Juvenile Hall appropriation (less debt service). We are committed to managing our budget in a way that serves youth in our care and maintains community safety, while accounting for the significant changes that may come from re-imagining juvenile justice in San Francisco.

It is in this spirit that I hereby certify, in conformance with San Francisco Charter Section 9.115 and San Francisco Administrative Code Section 3.14, that the funding provided in the adopted budget for Fiscal Year 2020-21 and Fiscal Year 2021-22 as adopted by the Board of Supervisors is adequate for the Juvenile Probation Department to meet service levels as proposed to the Board.

I anticipate that I shall make no requests for supplemental appropriations barring unforeseen circumstances.

Kind regards,



Katherine Weinstein Miller
Chief Probation Officer

cc: Ashley Groffenberger, Mayor Office Acting Budget Director
Michelle Allersma, Division Director Controller's Office Budget and Analysis



London Breed, Mayor

Gwyneth Borden, Chair
Amanda Eaken, Vice Chair
Cheryl Brinkman, Director

Steve Heminger, Director
Sharon Lai, Director

Jeffrey Tumlin, Director of Transportation

October 22, 2020

Honorable London Breed
Mayor, City and County of San Francisco
City Hall, Room 200

Angela Calvillo, Clerk of the Board
Board of Supervisors
City Hall, Room 244

Ben Rosenfield, Controller
City Hall, Room 316

Re: Adopted Budget for Fiscal Year 2020-21 and Fiscal Year 2021-22

I hereby certify, in conformance with San Francisco Charter Section 9.115 and San Francisco Administrative Code Section 3.14, that the funding provided in the adopted budget for Fiscal Year 2020-21 and Fiscal Year 2021-22, as adopted by the Board of Supervisors, is adequate for the San Francisco Municipal Transportation Agency to meet the service levels as proposed to the Board, as temporarily modified in response to the COVID-19 pandemic emergency.

I anticipate that I shall make no requests for supplemental appropriations barring unforeseen circumstances.

Jeffrey Tumlin
Director of Transportation

cc: Ashley Groffenberger, Acting Mayor's Budget Director
Michelle Allersma, Controller's Office Budget and Analysis Division Director



Chesa Boudin
District Attorney

October 29, 2020

The Honorable London Breed
Mayor, City and County of San Francisco
City Hall, 1 Dr. Carlton B. Goodlett Place, Room 200
San Francisco, CA 94102

The Honorable Norman Yee
President, San Francisco Board of Supervisors
City Hall, 1 Dr. Carlton B. Goodlett Place, 2nd Floor
San Francisco, CA 94102

Ben Rosenfield
Controller, City and County of San Francisco
City Hall, 1 Dr. Carlton B. Goodlett Place, Room 316
San Francisco, CA 94102

RE: Adopted Budget for FY 2020-21

Dear Mayor Breed, President Yee, and Controller Rosenfield,

It gives me no pleasure to inform you, pursuant to San Francisco Charter Section 9.115 and San Francisco Administrative Code Section 3.14, that the funding the San Francisco District Attorney's Office (SFDA) received in the adopted budget for Fiscal Year 2020-21 is inadequate to meet our obligations to the residents of the City and County of San Francisco. SFDA is an essential department, duty bound by the City Charter and the California Constitution, with core functions critical to the public safety infrastructure of our City. While I recognize that these are tough budget times given the COVID-19 pandemic and the recession, as more clearly outlined below, budget reductions and delays in approving hiring within the approved budget impede my office's ability to provide constitutionally required services. I look forward to continuing to work with you in the coming months to address the significant budget needs of my office.

First, the office continues to face severe understaffing. Over several budget cycles in the last few years, SFDA has requested, to no avail, funding to help alleviate extreme workloads faced by our attorneys, especially in the General Felonies Unit. This has reached a tipping point. The number of general felony cases one of our prosecutors handles a year ranges from 185 to 229, far exceeding the national standard of 150 cases handled in a single year. Staff who have left the office have expressed deep concern about the extreme caseloads, and a fear that the high volume of cases will cause them to make an inadvertent mistake in the handling of their cases; mistakes that can have severe ramifications for their license to practice law. Furthermore, the insidious

nature of COVID-19 has impacted staffing capacity due to illness, family leave and court closures; all resulting in significant delays in court case processing which have further exacerbated these voluminous caseloads.

Second, severe understaffing has been aggravated by the need for the office to deal with urgent challenges stemming from the alleged misconduct of a Forensic Laboratory Analyst from the Office of Chief Medical Examiner (OCME). Proper handling of this matter requires significant resources. Yet, the SFDA did not receive any additional funds or resources to fulfill this unexpected responsibility. This has meant shifting already limited resources to address this urgent need, including taking prosecutors out of the community as case demands do not allow staff to be co-located in police district stations.

SFDA attorneys, paralegals, victim advocates, investigators, fiscal and administrative staff work tirelessly to provide superior service to our residents. Accordingly, at a minimum, you should allow our office to fill and hire the positions funded in the FY 20-21 budget. The Homicide Unit is currently understaffed with caseloads at 21 per attorney, well above the national standard for this type of crime. While overall crimes of violence are on a decline and these numbers are small, a single Homicide case can take up to 5 years to prosecute, with trials requiring attorneys to be dedicated on a single case for months. Likewise, the Domestic Violence Unit is not fully staffed, and we have seen a 60% increase in demand for services related to children witnessing domestic violence during the pandemic. Cases with child witnesses are more complex in terms of evidentiary proceedings and service provision.

It is especially consequential, at a time when the community is calling upon law enforcement for greater transparency and accountability with an eye towards diversity and equity, and when budget demands require us to be more efficient than ever that the Director of Research and Analytics position, vacant since the beginning of 2020, be approved for hiring. Without reliable data we can't adequately evaluate reduction strategies for racial and ethnic disparities to inform our own prosecutorial practices as required by the newly passed Racial Justice Act. This is when the San Francisco community needs us most and we need the resources to be there for the community. The critical and essential functions provided by the SFDA to the City and County of San Francisco are further diminished by unnecessary delays caused by holding positions.

Lastly, the need to fill vacant positions is greater now considering the COVID-19 pandemic. As you know, we have worked with our criminal legal system partners to safely reduce the jail population through thoughtful, collaborative and data driven interventions that emphasize fairness, accountability and healing. One significant milestone is the closure of the unsanitary and seismically unfit County Jail No. 4. This was a necessary and long overdue step, which was critical in the age of social distancing. On October 14th the jail population was 835, prompting the Director of Jail Health Services to issue an emergency notice (attached) to criminal justice partners to take action to reduce the jail population to 600 people, the number to safely accommodate social distancing and mitigate community spread. Just last week our Court of Appeal ordered that CDCR reduce its population at San Quentin state prison by 50%. The Court highlighted the fact that UCSF experts recommended that the prison population at San Quentin be reduced by 50%, but CDCR did not implement that recommendation and instead reduced the population by 23%. The Court concluded that CDCR acted with deliberate indifference to the medical needs of individuals in CDCR custody during the worst epidemiological disaster in

California correctional history. San Francisco faces the same challenge and to heed this call to action from our medical experts, we must, wherever safely possible, find alternatives to incarceration. The collaborative work required to facilitate safe jail population reduction is time intensive and even more urgent with jail population at a high, while we are on the cusp of the flu season. We need more people to do the work and we are primed and ready to fill the vacancies, based on the approved budget.

In the interest of public health, community safety and the wellbeing of the SFDA staff who work tirelessly to advance justice, I respectfully request that you allow my office to hire the budgeted attorneys and administrative support as soon as possible. The vacant positions that have been budgeted for involve core functions that are critical to the administration of justice in our City.

Respectfully yours,



Chesa Boudin
District Attorney

CC: Angela Calvillo, Clerk of the Board of Supervisors
Supervisor Sandra Fewer
Supervisor Catherine Stefani
Supervisor Aaron Peskin
Supervisor Gordon Mar
Supervisor Dean Preston
Supervisor Matt Haney
Supervisor Rafael Mandelman
Supervisor Hillary Ronen
Supervisor Shamann Walton
Supervisor Asha Safai



OFFICE OF THE SHERIFF CITY AND COUNTY OF SAN FRANCISCO

1 DR. CARLTON B. GOODLETT PLACE
ROOM 456, CITY HALL
SAN FRANCISCO, CALIFORNIA 94102



PAUL MIYAMOTO
SHERIFF

October 30, 2020
Reference: 2020-113

The Honorable London Breed
Mayor, City and County of San Francisco
City Hall, Room 200

Angela Calvillo
Clerk of the Board of Supervisors, City and County of San Francisco
City Hall, Room 244

Ben Rosenfield
Controller, City and County of San Francisco
City Hall, Room 316

Re: Adopted Budget for Fiscal Year 2020-21 and Fiscal Year 2021-22

In conformance with San Francisco Charter Section 9.115, I certify my commitment to perform Sheriff's Department programs and activities, as closely as possible to specified levels of performance, for Fiscal Years 2020-21 and Fiscal Year 2021-22, as envisioned in my summer 2020 budget submittal and as adopted by the Board of Supervisors.

In conformance with San Francisco Administrative Code Section 3.14, I am specifically noting that the funding provided may not be adequate for the operational requirements of the Sheriff's Office. This memo highlights specific challenges to meeting this goal.


1. Based on budget instructions, I understood that all City departments were being challenged equally with spending reductions. However, a review of the adopted budget shows that the Sheriff's Office reduction is more than four times the average for the City's public safety departments.
2. Workorder departments, specifically DEM and DPH, have increased required service levels from the Sheriff's Office without, yet, increasing the budget for SHF services.
3. Workorder requirements related to COVID were still being negotiated when the City budget was adopted. While SHF has subsequently been able to secure a budget to cover service levels at the Emergency

Operations Center, SHF is still negotiating a budget for COVID services at DPH.

4. The magnitude of SHF budget reductions has resulted in a slower-than-anticipated redeployment of staff necessary for reductions in overtime. Although my office has reduced non-workorder overtime by 35 percent since the beginning of the fiscal year, the reduction was not instantaneous. The more gradual reduction resulted in higher than projected overtime in the first quarter of the year.
5. Budget decreases in non-work order services assumed service reductions in the courts. However, in support of COVID-infection mitigation strategies, the courts and other City criminal justice partners have increased their requirements for SHF services.
6. Premiums: As noted in my predecessor's 2019 budget certification letter, the budget for premiums has not increased since FY2016-17 and has not kept up with the cost of actual labor-negotiated premiums which have increased approximately twenty-five percent resulting a budget challenge of more than \$1,000,000.
7. Sick Leave: Since this COVID moment began late last fiscal year, the Sheriff's Office has experienced a fifty-two percent increase in total sick leave. While my office has been held up as a model for keeping COVID out of the jail system, mitigation efforts are a driver of increased sick leave. Another driver of increased sick leave is City policy to grant an additional two weeks of COVID-specific sick leave. The overall increase in sick leave has resulted in an annualized budget challenge for my office of approximately \$10,000,000.

My department will strive to manage the above listed challenges within the approved budget for the current fiscal year. However, these challenges are not sustainable in the long run and should addressed in the next budget cycle.

Sincerely,



Raul Miyamoto
Sheriff

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: Budget Certification Fiscal Year 2020-21
Date: Friday, October 30, 2020 1:48:00 PM
Attachments: [Budget Certification FY 2020-21 Signed.pdf](#)

From: Hollings, Crispin (SHF) <crispin.hollings@sfgov.org>
Sent: Friday, October 30, 2020 12:29 PM
To: de Asis, Edward (CON) <edward.deasis@sfgov.org>; Saenz, Johanna (SHF) <johanna.saenz@sfgov.org>
Cc: Duning, Anna (MYR) <anna.duning@sfgov.org>; Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>; Luong, Mylan (SHF) <mylan.luong@sfgov.org>; Engler, Joseph (SHF) <joseph.engler@sfgov.org>; Miyamoto, Paul (SHF) <paul.miyamoto@sfgov.org>
Subject: RE: Budget Certification Fiscal Year 2020-21

Crispin Hollings
Chief Financial Officer
San Francisco Sheriff's Office
415-554-4316 (W)
415-999-0015 (C)

Please Donate to the City's 2020 Combined Charities Campaign
<https://heartofthecity.sfgov.org/#/>

From: de Asis, Edward (CON) <edward.deasis@sfgov.org>
Sent: Friday, October 30, 2020 11:04 AM
To: Saenz, Johanna (SHF) <johanna.saenz@sfgov.org>
Cc: Duning, Anna (MYR) <anna.duning@sfgov.org>; Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>; Hollings, Crispin (SHF) <crispin.hollings@sfgov.org>; Luong, Mylan (SHF) <mylan.luong@sfgov.org>; Engler, Joseph (SHF) <joseph.engler@sfgov.org>; Miyamoto, Paul (SHF) <paul.miyamoto@sfgov.org>
Subject: RE: Budget Certification Fiscal Year 2020-21

Hi Johanna,

Good morning and happy Friday. Thank you for submitting the attached. There is a typo for the fiscal years in the first paragraph of the letter. Could you please kindly resubmit a signed certification referencing the correct fiscal years 2020-21 and 2021-22?

Thank you for your help.

In conformance with San Francisco Charter Section 9.115, I certify my commitment to perform Sheriff's Department programs and activities, as closely as possible to specified levels of performance, for **Fiscal Years 2019-20 and 2020-21**, as envisioned in my summer 2020 budget submittal and as adopted by the Board of Supervisors.

Sincerely,

Edward de Asis
Office of the Controller
Budget and Analysis Division
City Hall Rm. 312
(415)-554-7663
edward.deasis@sfgov.org

From: Saenz, Johanna (SHF) <johanna.saenz@sfgov.org>
Sent: Thursday, October 29, 2020 4:07 PM
To: Duning, Anna (MYR) <anna.duning@sfgov.org>; de Asis, Edward (CON) <edward.deasis@sfgov.org>; Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>
Cc: Miyamoto, Paul (SHF) <paul.miyamoto@sfgov.org>; Engler, Joseph (SHF) <joseph.engler@sfgov.org>; Hollings, Crispin (SHF) <crispin.hollings@sfgov.org>; Luong, Mylan (SHF) <mylan.luong@sfgov.org>
Subject: Budget Certification Fiscal Year 2020-21

Good afternoon,

Enclosed you will find a budget letter from Sheriff Paul Miyamoto, should any questions arise please feel free to reach out to me.

Respectfully,

Cadet Johanna Saenz
Assistant to Paul Miyamoto
San Francisco Sheriff's Office
1 Dr. Carlton B Goodlett Place, 456
San Francisco, CA 94102
415-554-7015





OFFICE OF THE SHERIFF CITY AND COUNTY OF SAN FRANCISCO

1 DR. CARLTON B. GOODLETT PLACE
ROOM 456, CITY HALL
SAN FRANCISCO, CALIFORNIA 94102



PAUL MIYAMOTO
SHERIFF

October 30, 2020
Reference: 2020-113

The Honorable London Breed
Mayor, City and County of San Francisco
City Hall, Room 200

Angela Calvillo
Clerk of the Board of Supervisors, City and County of San Francisco
City Hall, Room 244

Ben Rosenfield
Controller, City and County of San Francisco
City Hall, Room 316

Re: Adopted Budget for Fiscal Year 2020-21 and Fiscal Year 2021-22

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My department will strive to manage the above listed challenges within the approved budget for the current fiscal year. However, these challenges are not sustainable in the long run and should addressed in the next budget cycle.

Sincerely,



Raul Miyamoto
Sheriff

From: [Hollings, Crispin \(SHF\)](#)
To: [de Asis, Edward \(CON\)](#); [Saenz, Johanna \(SHF\)](#)
Cc: [Duning, Anna \(MYR\)](#); [Calvillo, Angela \(BOS\)](#); [Luong, Mylan \(SHF\)](#); [Engler, Joseph \(SHF\)](#); [Miyamoto, Paul \(SHF\)](#)
Subject: RE: Budget Certification Fiscal Year 2020-21
Date: Friday, October 30, 2020 12:28:40 PM
Attachments: [Budget Certification FY 2020-21 Signed.pdf](#)

Crispin Hollings
Chief Financial Officer
San Francisco Sheriff's Office
415-554-4316 (W)
415-999-0015 (C)

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San Francisco Sheriff's Office
1 Dr. Carlton B Goodlett Place, 456
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415-554-7015





OFFICE OF THE SHERIFF CITY AND COUNTY OF SAN FRANCISCO

1 DR. CARLTON B. GOODLETT PLACE
ROOM 456, CITY HALL
SAN FRANCISCO, CALIFORNIA 94102



PAUL MIYAMOTO
SHERIFF

October 30, 2020
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My department will strive to manage the above listed challenges within the approved budget for the current fiscal year. However, these challenges are not sustainable in the long run and should addressed in the next budget cycle.

Sincerely,



Raul Miyamoto
Sheriff

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Young, Victor \(BOS\)](#)
Subject: FW: Letter of Support for Treasure Island Development Authority (TIDA), Julia Prochnik; (File No. 201038)
Date: Tuesday, November 3, 2020 11:35:00 AM

From: Kristen Asato-Webb <kristenswebb@gmail.com>

Sent: Tuesday, November 3, 2020 9:55 AM

To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; RonenStaff (BOS) <ronenstaff@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Marstaff (BOS) <marstaff@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; Beinart, Amy (BOS) <amy.beinart@sfgov.org>; Herzstein, Daniel (BOS) <daniel.herzstein@sfgov.org>; Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Wong, Alan (BOS) <alan.wong1@sfgov.org>; Wright, Edward (BOS) <edward.w.wright@sfgov.org>; Quan, Daisy (BOS) <daisy.quan@sfgov.org>

Subject: Letter of Support for Treasure Island Development Authority (TIDA), Julia Prochnik

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

San Francisco Board of Supervisors
Rules Committee
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, CA 94102-4689

Dear Members of the Board of Supervisors,

It is with great enthusiasm that I am writing to express my support for Julia Prochnik as Mayor London Breed's nominee for the Treasure Island Development Authority (TIDA).

I am the Director of Public Outreach for a local, woman-owned consulting business specializing in construction management for public agencies in the Bay Area. I specialize in program management, construction and community relations, outreach, and engagement. I have experience managing multiple, highly sensitive and technical projects in the infrastructure, water and wastewater fields. And am currently serving as a construction outreach liaison for the San Francisco Public Utilities Commission on multi-billion dollar and million-dollar infrastructure projects taking place at the Southeast Treatment Plant in Bayview-Hunters Point as part of the Sewer System Improvement Program. Through my work, I foster connections with commissions and boards in the community and have a deep understanding of the type of qualifications needed on an oversight body such as TIDA.

Julia has over 20 years of experience in executive public policy management and a wealth of knowledge in the electric industry. She understands the challenges facing the US electricity sector in reducing carbon emissions, building renewable energy, creating markets, and implementing a new clean energy vision. She is passionate about promoting energy, equity and leadership focusing on market and energy policy creation and implementation, while interpreting real-time grid operations and transmission planning. All skills that can help further TIDA's mission of promoting planning, redevelopment, reconstruction, rehabilitation, reuse, and conversion of the former Naval Station Treasure Island.

I have also known Julia for several years through our work as delegates for the CA Democratic Party and advocated for her environmental caucus board position. In addition to seeing her stellar work in the environmental sector, she is deeply involved in her community including her work as president of the Lower Haight Merchants and Neighborhood Association. She also helped to spearhead ArtTrailSF, connecting neighborhoods with volunteers from Alamo Square, Divisadero, Hayes Valley and the Lower Haight. Their app on [Outerspatial](#) also creates the ultimate experience in traversing these unique neighborhoods and merchant corridors.

I have personally witnessed the many residents in the community who value her partnership and volunteerism. Welcoming her to TIDA will be a huge asset to the Treasure Island community and the overall ecosystem of commissioners who care about the future of San Francisco.

I urge you to support Julia's nomination to the Treasure Island Development Authority.

Best Regards,

Kristen Asato-Webb
CA DEM Assembly District 17 Delegate
Director of Local Political Engagement, United Democratic Club
Vice Chair of Internal Learning, San Francisco Women's Political Committee
Board Member, Alice B. Toklas Democratic Club

October 15, 2020

BOS-11
RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

Dear Mayor Breed and the SF Board of Supervisors:

2020 OCT 30 PM 4:10

BY dk

I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

As you are aware, SF Japantown is the oldest Japantown of the three remaining Japantowns in the United States. The businesses located in our Japantown provide essential goods and services to allow our community to carry on the values, traditions, culture and culinary dishes that have been passed down to us for many generations. Without them, over 90% of our commercial corridor will be gone. Without them, there would no longer be a viable and historically important Japantown community that has been in San Francisco for over 130 years.

Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

Signature: Yoshiko Kashiwagi

Name: Yoshiko Kashiwagi

Address: 1400 Geary Blvd. Apt 2503
SF CA 94109

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

Dear Mayor Breed and the SF Board of Supervisors:

2020 OCT 30 PM 4:10

BY

JK

I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

As you are aware, SF Japantown is the oldest Japantown of the three remaining Japantowns in the United States. The businesses located in our Japantown provide essential goods and services to allow our community to carry on the values, traditions, culture and culinary dishes that have been passed down to us for many generations. Without them, over 90% of our commercial corridor will be gone. Without them, there would no longer be a viable and historically important Japantown community that has been in San Francisco for over 130 years.

Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

Signature:



Name: LISA K. SHIGEMATSU

Address: 601 VANNES AVE #310
SAN FRANCISCO, CA. 94102

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2020 OCT 30 PM 4:10

Dear Mayor Breed and the SF Board of Supervisors:

BY

[Signature]

I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

As you are aware, SF Japantown is the oldest Japantown of the three remaining Japantowns in the United States. The businesses located in our Japantown provide essential goods and services to allow our community to carry on the values, traditions, culture and culinary dishes that have been passed down to us for many generations. Without them, over 90% of our commercial corridor will be gone. Without them, there would no longer be a viable and historically important Japantown community that has been in San Francisco for over 130 years.

Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

Signature:

Koaki B. Harris

Name:

Koaki B. Harris

Address:

*7065 N. Teilman Ave. Unit 101
FRESNO, CA 93711*

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2020 OCT 30 PM 4:10

Dear Mayor Breed and the SF Board of Supervisors: BY jr

I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

As you are aware, SF Japantown is the oldest Japantown of the three remaining Japantowns in the United States. The businesses located in our Japantown provide essential goods and services to allow our community to carry on the values, traditions, culture and culinary dishes that have been passed down to us for many generations. Without them, over 90% of our commercial corridor will be gone. Without them, there would no longer be a viable and historically important Japantown community that has been in San Francisco for over 130 years.

Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

SANDRA DRISSEN

Signature: Sandra Drissen

Name:

Address: 1400 GEARY BLVD. The Sequoias/Senior Living

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2020 OCT 30 PM 4:10

Dear Mayor Breed and the SF Board of Supervisors:

I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

As you are aware, SF Japantown is the oldest Japantown of the three remaining Japantowns in the United States. The businesses located in our Japantown provide essential goods and services to allow our community to carry on the values, traditions, culture and culinary dishes that have been passed down to us for many generations. Without them, over 90% of our commercial corridor will be gone. Without them, there would no longer be a viable and historically important Japantown community that has been in San Francisco for over 130 years.

Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

Signature:

Name:

Address:

Janet McNary

JANET McNARY

1400 Geary Blvd #2003
SF, CA 94109

This Japantown is the only one we have, and if it disappears, it is gone forever.

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2020 OCT 30 PM 4:10

BY

jh

Dear Mayor Breed and the SF Board of Supervisors:

I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

As you are aware, SF Japantown is the oldest Japantown of the three remaining Japantowns in the United States. The businesses located in our Japantown provide essential goods and services to allow our community to carry on the values, traditions, culture and culinary dishes that have been passed down to us for many generations. Without them, over 90% of our commercial corridor will be gone. Without them, there would no longer be a viable and historically important Japantown community that has been in San Francisco for over 130 years.

Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

Signature: *Lois Yonemoto*

Name: *LOIS YONEMOTO*

Address: *549 - 19TH AVE
SAN FRANCISCO, CALIF 94121*

October 24, 2020

Mayor London Breed
SF Board of Supervisors
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, CA 94102

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2020 OCT 30 PM 4:10

BY sh

Dear Mayor Breed and the SF Board of Supervisors:

I am writing to all of you to voice my strong support of the commercial eviction moratorium ordinance introduced by Aaron Peskin and Dan Preston that helps small businesses, particularly those who are renting space in the Japan Center Malls.

San Francisco Japantown is the oldest of the three remaining Japantowns in the USA. The businesses located in our Japantown provide essential goods and services to allow our community to carry on the values, traditions, culture and culinary dishes that have been passed down for many generations. Without them, over 90% of our commercial corridor will disappear. Without them, there would no longer be a viable and historically significant Japantown community that has been in our beloved City for over 130 years.

My mother was born in the heart of SF Japantown on Geary 98 years ago and is still involved in the community. My grandfather was one of the founders in 1934 of the Soto Zen Buddhist temple, Sokoji, located in Japantown, where I currently sit on the board. My sister is on the board of the JCCCNC located in Japantown and runs businesses on Buchanan Mall. As a family we are deeply concerned about the potential demise of our beloved Japantown.

Please give SF Japantown a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and provide a reasonable timeline for small businesses to repay the deferred rent.

Please save SF Japantown.

Thank you for your vote to support this measure.

Very truly yours,



Melva Kumi Kawashiri
3715 Sacramento St.
San Francisco, CA 94118-1705
kumi.kawashiri@gmail.com

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2020 OCT 30 PM 4:10

Dear Mayor Breed and the SF Board of Supervisors:

BY JK

I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

As you are aware, SF Japantown is the oldest Japantown of the three remaining Japantowns in the United States. The businesses located in our Japantown provide essential goods and services to allow our community to carry on the values, traditions, culture and culinary dishes that have been passed down to us for many generations. Without them, over 90% of our commercial corridor will be gone. Without them, there would no longer be a viable and historically important Japantown community that has been in San Francisco for over 130 years.

Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

Signature: Rosemary Shigematsu

Name: ROSEMARY SHIGEMATSU

Address: 480 - 3RD AVE SAN FRANCISCO, CA 94118

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

Dear Mayor Breed and the SF Board of Supervisors:

2020 OCT 30 PM 4:10

I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

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Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

Signature: 

Name: Regina Sneed

Address: 1400 Geary Blvd #403
San Francisco, Calif 94109

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2020 OCT 30 PM 4:10

BY

Dear Mayor Breed and the SF Board of Supervisors:

I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

As you are aware, SF Japantown is the oldest Japantown of the three remaining Japantowns in the United States. The businesses located in our Japantown provide essential goods and services to allow our community to carry on the values, traditions, culture and culinary dishes that have been passed down to us for many generations. Without them, over 90% of our commercial corridor will be gone. Without them, there would no longer be a viable and historically important Japantown community that has been in San Francisco for over 130 years.

Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

Signature: *Michiko Tashiro*
Lucille Tashiro
Osuyo Tashiro

Name: *MICHIKO TASHIRO*
Lucille Tashiro
Osuyo Tashiro

Address: *1747 Lyon St, San Francisco, Ca 94115*

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2020 OCT 30 PM 4:10

BY jr

October 15, 2020

Dear Mayor Breed and the SF Board of Supervisors:

I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

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Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

Mary Coughlan

Signature:

Name: *Mary Coughlan*

Address: *1400 Geary Blvd. Apt. 1705 San Francisco, CA 94109*

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

Dear Mayor Breed and the SF Board of Supervisors:

2020 NOV -3 PM 11:16

BY

I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

As you are aware, SF Japantown is the oldest Japantown of the three remaining Japantowns in the United States. The businesses located in our Japantown provide essential goods and services to allow our community to carry on the values, traditions, culture and culinary dishes that have been passed down to us for many generations. Without them, over 90% of our commercial corridor will be gone. Without them, there would no longer be a viable and historically important Japantown community that has been in San Francisco for over 130 years.

Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

Signature: Alice K. Nakahata

Name: Alice K. Nakahata

Address: 1460 Geary Blvd #1113
San Francisco 94109

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

Dear Mayor Breed and the SF Board of Supervisors:

2020 NOV -3 PM 11:16
BY 

I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

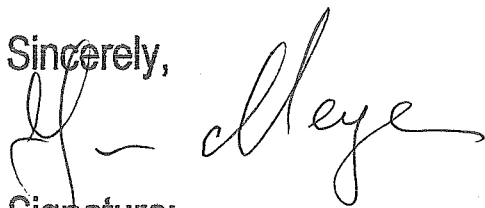
As you are aware, SF Japantown is the oldest Japantown of the three remaining Japantowns in the United States. The businesses located in our Japantown provide essential goods and services to allow our community to carry on the values, traditions, culture and culinary dishes that have been passed down to us for many generations. Without them, over 90% of our commercial corridor will be gone. Without them, there would no longer be a viable and historically important Japantown community that has been in San Francisco for over 130 years.

Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,



Signature:

Name: JUNE MEYER

Address: 1400 GEARY BLVD.

San Francisco, CA 94109

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2020 NOV -3 PM 11:16

BY



Dear Mayor Breed and the SF Board of Supervisors:

I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

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Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

Signature:



Name: SUZANNE SMITH

Address: 1400 GEARY BLVD. #1801
SAN FRANCISCO, CA 94109

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2020 NOV -3 PM 11:16

Dear Mayor Breed and the SF Board of Supervisors:

BY



I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

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Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

Signature:



Name:

SHIRLEY LEE

Address:

3720 Sacramento St #3
SF. CA 94118

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

Dear Mayor Breed and the SF Board of Supervisors:

2020 NOV -3 PM 11:16

BY



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Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

M. Louise Takeuchi

Signature:

Name: M. LOUISE TAKEUCHI

Address: 1400 GEARY BLVD #1303
SAN FRANCISCO, CA 94109-9307

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2020 NOV -3 PM 11:15

Dear Mayor Breed and the SF Board of Supervisors:

BY Ofk

I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

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Give Japantown businesses a chance to survive. The commercial eviction moratorium ordinance will extend rent deferral and a reasonable timeline for small businesses the ability to repay the deferred rent.

Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

Signature: Alyce Furuya

Name: **ALYCE FURUYA**

Address: **1833 GANGES AVE., EL CERRITO, CA. 94530**

October 15, 2020

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2020 NOV -3 PM 11:15

Dear Mayor Breed and the SF Board of Supervisors:

BY



I am writing this letter to strongly support the commercial eviction moratorium ordinance introduced by Supervisors Aaron Peskin and Dean Preston to help small businesses, particularly those who are renting space in the Japan Center Malls.

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Please save Japantown.

Thank you for your vote to support this measure.

Sincerely,

Signature:

Ibuki H. Lee

Name:

Ibuki H. Lee

Address:

405 Serrano Drive, #7D

San Francisco, CA 94132

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [BOS Legislation, \(BOS\)](#)
Subject: FW: DTNA J-Church Transfer Improvements Project Support (File Nos. 201112 & 201116)
Date: Tuesday, November 3, 2020 11:57:00 AM
Attachments: [201103 - DTNA J Church Support.pdf](#)

From: Kevin Riley <landuse@dtna.org>
Sent: Tuesday, November 3, 2020 11:00 AM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; MTABoard@sfmta.com
Cc: JeffreyTumlin@sfmta.org; SteveBoland@sfmta.org; Woo, Bryant (MTA) <Bryant.Woo@sfmta.com>; Bintliff, Jacob (BOS) <jacob.bintliff@sfgov.org>; MandelmanStaff, [BOS] <mandelmanstaff@sfgov.org>; kimyn.braithwaite@gmail.com
Subject: DTNA J-Church Transfer Improvements Project Support

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

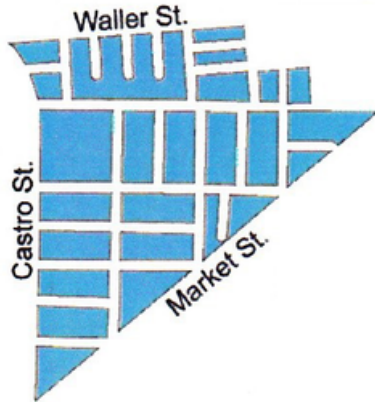
Dear San Francisco Supervisors and San Francisco Municipal Transportation Agency Board,

Attached is a letter from the Duboce Triangle Neighborhood Association Board in support of the SFMTA J-Church Transfer Improvements Project at Market Street and Church Street. We ask the Board of Supervisors, in their review of the Project scheduled for November 10th, to deny the appeal of the project under the California Environmental Quality Act. We ask the SFMTA Board in their subsequent review to approve the Project. The DTNA encourages open dialogue to continue between SFMTA, Safeway, and the DTNA as the project is implemented. We look forward to future conversations when it comes time to determine if the J-Church Transfer Improvements should become permanent.

Thank you,
Kevin Riley
DTNA Land Use Chair



Virus-free. www.avg.com



Duboce Triangle Neighborhood Association

2261 Market Street, PMB #301, San Francisco, CA 94114
(415) 267-1821 / www.dtna.org

November 3rd, 2020

To: San Francisco Board of Supervisors

From: Duboce Triangle Neighborhood Association

Re: J-Church Transfer Improvements Project CEQA Exemptions
Appeal | 2020-007183ENV & 2020-007286ENV

Dear Honorable San Francisco Supervisors,

The Duboce Triangle Neighborhood Association supports the trial implementation of the San Francisco Municipal Transportation Agency (SFMTA) J-Church Transfer Improvements Project at Market and Church Street. We oppose Safeway's appeal of the California Environmental Quality Act (CEQA) exemption determinations made by the Planning Department on August 12, 2020 (Planning Department Case No. 2020-007183ENV), regarding the SFMTA J-Church Transfer Improvements Project.

The DTNA has discussed the J-Church Transfer Improvements Project with SFMTA representatives Steve Boland and Bryant Woo at its September Land Use meeting. The details of the project were explained and the neighbors in attendance were able to ask questions. Overall, the neighbors were receptive to the idea of change.

At our October Land Use meeting, the DTNA discussed the J-Church Transfer Improvements Project with Safeway representatives Natalie Mattei and Justin Zucker. The concerns presented in the appeal were discussed and the neighbors in attendance were able to ask questions. We were informed that Safeway's major concern of access to the Safeway site from their north driveway off of Church Street has been tentatively resolved with SFMTA.

In conclusion, the DTNA supports SFMTA's efforts to utilize the emergency measures under COVID-19 to implement temporary changes to our city streets and transportation networks. The DTNA encourages open dialogue to continue between SFMTA, Safeway, and the DTNA as

the project is implemented and we all experience the changes. We look forward to future conversations when it comes time to determine if the J-Church Transfer Improvements should become permanent. At this time, we would like to see the J-Church Transfer Improvements Project move forward and determine for ourselves what the impacts are.

Thank you,

A handwritten signature in black ink that reads "Kevin Riley Jr". The script is fluid and cursive, with the first letters of each word being capitalized and larger than the rest of the letters.

Kevin Riley, DTNA Land Use Chair
Duboce Triangle Neighborhood Association Board of Directors

Cc: Jeffrey Tumlin, Director of Transportation, SFMTA, JeffreyTumlin@sfmta.org
Steve Boland, Project Manager, SFMTA, SteveBoland@sfmta.org
Bryant Woo, Associate Engineer, SFMTA, Bryant.Woo@sfmta.org
Angela Calvillo, Clerk of the Board of Supervisors, Board.of.Supervisors@sfgov.org
Jacob Bintliff, Legislative Aide to Supervisor Rafael Mandelman, jacob.bintliff@sfgov.org
Kimyn Braithwaite, DTNA President, kimyn.braithwaite@gmail.com

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: Please Support #30RightNow (File: 201185)
Date: Friday, October 30, 2020 9:21:00 AM

From: Malia Byrne <maliatbyrne@gmail.com>

Sent: Friday, October 30, 2020 8:59 AM

To: Breed, Mayor London (MYR) <mayorlondonbreed@sfgov.org>; Cohen, Emily (HOM) <emily.cohen@sfgov.org>; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; Fewer, Sandra (BOS) <sandra.fewer@sfgov.org>; Yee, Norman (BOS) <norman.yee@sfgov.org>; Mandelman, Rafael (BOS) <rafael.mandelman@sfgov.org>; Major, Erica (BOS) <erica.major@sfgov.org>

Subject: Please Support #30RightNow (File: 201185)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisors and Mayor:

My name is Malia and I live in District 9, and work in District 6. I am writing to you all in support of Matt Haney's legislation that would set a 30% standard for all supportive housing, introduced on October 20, 2020 (File: 201185), and for the mayor to properly fund this by the 2021-2022 budget cycle.

As you know, many formerly homeless tenants in city contracted housing are starving and rent burdened, not by a private landlord, but by the city and county of San Francisco. Supervisor Haney's legislation would correct this injustice, which applies to supportive housing buildings which came online before 2016, when all new buildings would follow the 30% standard.

A significant number of these tenants (the vast majority of whom are disabled) are Black, seniors, and LGBTQ+ Those who care about racial justice need to find a way to correct these housing inequities, and COVID-19 only laid bare how economic inequality can hurt the most vulnerable and posed extra expenses for many supportive housing tenants.

The #30RightNow Coalition (policy statement viewable here: <https://medium.com/@30rightnow/we-are-the-30rightnow-coalition-fef2fde8c442>) is a tenant let coalition consisting of many trusted organizations such as the Supportive Housing Providers Network, Homeless Emergency Services Providers Network, DISH, Episcopal Community Services SF, The Housing Rights Committee, the Coalition on Homelessness, and many more, and we are demanding that the City go all out to get a universal 30% standard in supportive housing by the 2021-2022 budget cycle. This is 20 years long overdue, it follows a long-standing

federal standard, and would help so many weather this crisis and enhance their lives and prevent evictions.

Sincerely,

Malia

District 9

--

Malia Byrne

(she/her)

maliatbyrne@gmail.com

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: Appreciate your support to the Armenians and Artsakh
Date: Friday, October 30, 2020 8:54:00 AM

From: Alex Saroyan <alex@netris.ai>
Sent: Thursday, October 29, 2020 12:40 PM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: Appreciate your support to the Armenians and Artsakh

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Greetings,

My name is Alex Saroyan and I'm a *San Francisco Bay Area* resident. Thank you so much for your stand condemning Turkey and Azerbaijan for its attacks on the Armenians of Artsakh, who are facing annihilation, and for urging Congress to pass a similar resolution.

- Alex Saroyan
ceo/product/co-founder, [Netris \(video\)](#)
m. 415.316.2429, [schedule a meeting](#)

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: Artsakh
Date: Friday, October 30, 2020 9:19:00 AM

From: George Dedekian <gdedekian@mac.com>
Sent: Friday, October 30, 2020 8:55 AM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: Artsakh

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

My name is George Dedekian and I'm a San Francisco Bay Area resident. My late parents were victims of the 1915-23 Armenian Genocide.

Thank you so much for your stand condemning Turkey and Azerbaijan for its attacks on the Armenians of Artsakh, who are facing annihilation, and for urging Congress to pass a similar resolution.

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: Stop supporting hates /violence, /Antifa /Black Lives Matter SF Free Speech violence - "161 Crew" punched Philip Anderson and assaulted many freedom seekers
Date: Tuesday, November 3, 2020 9:02:00 AM

From: Lee Ellen <ellenzhou888@yahoo.com>

Sent: Friday, October 30, 2020 5:31 PM

To: SFPD, Chief (POL) <sfpdchief@sfgov.org>; SFPD Tenderloin Station, (POL) <SFPDTenderloinStation@sfgov.org>; SFPD Central Station, (POL) <sfpdcentralstation@sfgov.org>; SFPD Park Station, (POL) <SFPDParkStation@sfgov.org>; SFPD Taraval Station, (POL) <SFPDTaravalStation@sfgov.org>; SFPD Bayview Station, (POL) <SFPDBayviewStation@sfgov.org>; SFPD Southern Station, (POL) <SFPDSouthernStation@sfgov.org>; SFPD Ingleside Station, (POL) <SFPDInglesideStation@sfgov.org>; SFPD Northern Station, (POL) <sfpdnorthernstation@sfgov.org>; SFPD Mission Station, (POL) <SFPDMissionStation@sfgov.org>; Jean, Michelle (POL) <Michelle.Jean@sfgov.org>; Yick, Robert (POL) <Robert.Yick@sfgov.org>; Woon, Chris (POL) <Chris.Woon@sfgov.org>; Yep, Paul (POL) <Paul.Yep@sfgov.org>; Pedrini, Christopher (POL) <Christopher.Pedrini@sfgov.org>; Falvey, Timothy (POL) <Timothy.Falvey@sfgov.org>; Fabbri, Carl (POL) <Carl.Fabbri@sfgov.org>; Terry C <repealbagfee@gmail.com>; Ellen Zhou <ellenzhou888@yahoo.com>; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; Breed, Mayor London (MYR) <mayorlondonbreed@sfgov.org>; Fewer, Sandra (BOS) <sandra.fewer@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Peskin, Aaron (BOS) <aaron.peskin@sfgov.org>; Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Preston, Dean (BOS) <dean.preston@sfgov.org>; Haney, Matt (BOS) <matt.haney@sfgov.org>; Yee, Norman (BOS) <norman.yee@sfgov.org>; MandelmanStaff, [BOS] <mandelmanstaff@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; Safai, Ahsha (BOS) <ahsha.safai@sfgov.org>; Breed, London (MYR) <london.breed@sfgov.org>; scheduling, Mayor's (MYR) <scheduling@sfgov.org>; Preston, Dean (BOS) <dean.preston@sfgov.org>; Scott, William (POL) <william.scott@sfgov.org>

Cc: Teresa Duque <terdq@yahoo.com>; Eva Chao <mhcllc000@gmail.com>; Jonathan RSF <info@revivalsf.com>; Sandra Skover <media@revivalsf.com>; Liz RSF Family <family@revivalsf.com>; Ellen Zhou <ellen@revivalsf.com>; Meina RSF <housing@revivalsf.com>; Westside Observer <editor@westsideobserver.com>; letters@marinatimes.com; newsroom@epochtimes.com; Pji Info <info@pji.org>; Aclj Info <info@aclj.org>; Center for American Liberty Harmeet Dhillon <info@libertycenter.org>; pmatier@sfchronicle.com; editor@worldjournal.com; editors@sfpublishpress.org; Editor <editor@singtaousa.com>; mbarba@sfoxaminer.com; Sing Tao USA (newspaper) <sf@singtaousa.com>; DPH - teresaduque <teresaduque@sfcce.org>; Wendy Wong <coalition4goodneighborhoods@gmail.com>

Subject: Stop supporting hates /violence, /Antifa /Black Lives Matter SF Free Speech violence - "161 Crew" punched Philip Anderson and assaulted many freedom seekers

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Friday, October 30, 2020

Dear Elected Officials, Mayor London Breed, Police Chief Scott William and all 11 Board of Supervisors,

Thank you for serving San Francisco. I am sure each one of you have good intentions when you started your positions as public servants. I hope you can take time to re-think about why you join the City and County of San Francisco

government? <https://www.youtube.com/playlist?list=PLDdNgBAqAt2l-1zUjVPuyMM4S1cTQCIM> What have you done to stop violence or crimes?

As you all know, our city, San Francisco has been run by failed polices created by most of you and your democrat party or democrat leaders. As a result of you failed policies, people suffer and die on the streets. Car break-in is everyday. Our city is now dying because more and more people move out from San Francisco (<https://www.sfchronicle.com/business/article/Yes-people-are-leaving-San-Francisco-After-15635160.php>)

2020 is a time and a year for each one of us to repent, turn from the wicked ways, repent all of your sins, know and unknown, ask God for forgiveness. We don't want God's judgement to land on San Francisco, **earthquakes are coming**, then we will be punished hard or even death! Many of the souls and lives already lost because of your failing, demonic public policies. So far, the policies you created for our city have no hope, no love and no faith, but just conflicts. For a city with crimes rising while public employees get a rise? 2019 last year 441 people died on the streets while public officials celebrated their accomplishments for failing polices created homeless while empty apartment refused to rent out, democrats continue to tax people and selling more bonds to expand failing polices, this year, 2020 before October, 468 people died on the streets while elected officials get another pay increase. More than 19,000 public employees make more than \$200,000 a year, plus benefits. Anyone who has moral will know something is wrong inside San Francisco city hall! Something is wrong with San Francisco elected officials! Year after year for the last 20 years, what have you/democratic leaders done other than higher taxes? More taxes? Selling more bonds? I am a person with faith, hope and love. Most of you know who I am and what I stand for. I am for love, faith and hope. There is lack of moral in San Francisco city hall, lack of direction to recover from this "Plan-demic" created by the evil agenda. Shutting down our education, business and our daily lives created more and more social problems such as suicide, mental health issues, domestic violence, more homeless, more business close and so on. People are leaving San Francisco. <https://www.sfchronicle.com/business/article/Yes-people-are-leaving-San-Francisco-After-15635160.php>)

There are more people leaving San

Franisco: <https://www.stevegruber.com/2020/10/people-and-voters-leaving-as-democrat-run-san-francisco-crumbles/> If you, any of you continued to support murdering unborn babies and newly born babies or to be born babies, you are committed a crime, murder is a crime. Using and abusing our tax payer money to support abortion is not only a crime, it is not moral, it is against God's will. Our nation is found by God and God's people. In God we trust and we are one nation under God. REPENT now and TURN from your wicked ways, stop abusing our public money for abortion. NOT all people want to use tax dollars to murder babies! You have laws to protect animals, cruelty to kill animals, but you would support murdering unborn little

human beings. The blood is on your hands if you continued to murder our future leaders.

If you continued to support Antifa ((The Department of Homeland Security formally classified Antifa's activities as "domestic terrorist violence," according to [interviews and confidential law enforcement documents obtained by Politico](#)) and Black Lives Matter (<https://rumble.com/vauw4j-chinese-communist-party-ties-to-black-lives-matter.html>) groups and their activities for hate crimes, lootings and riots, you are part of the Communism organized crimes. You are a criminal by definition of hate crime and thugs. Who are the people behind Antifa and Black Live Matters? So much hates? Why San Francisco Public Officials supporting hate, lootings and riots? <https://www.youtube.com/playlist?list=PLDdNgBAqAt2l--1zUjVPuyMM4S1cTQCIM> Why San Francisco officials kneeled down to criminals? Something is NOT right about this picture? Unless you corrupted the system and already sold out San Francisco for communism agenda, otherwise you will stand up for our city, a city of love <https://www1.cbn.com/cbnnews/us/2020/june/want-to-see-what-happens-when-you-defund-the-police-heres-the-devastating-and-deadly-impact>

Today, I am asking each and every one of you if you can re-create and reinforce the law to protect our public, restore law and order, turn from the wicked ways, re-create public policies that are good and have moral standard for people, so we can re-gain our quality of life back. In God we trust and we are one nation under God. We are one city under God. Thank you.
May God bless San Francisco and God bless each one of your hearts.

Ellen Lee Zhou, District 9 Resident

For identification purpose

Member of Revival San Francisco

Behavioral Health Clinician for San Francisco Public Health

Mayoral Candidate June 2018 / November 2019

California Civil Grand Jury Member – San Francisco Chapter

cc:

San Francisco Police

Revival San Francisco

San Francisco Community Empowerment Center

San Francisco Coalition for Good Neighborhoods

Center for American Liberty

Pacific Justice Institute

American Center for Law and Justice

Media

October 17, 2020 1:35:46 pm

heredelegants.com/black-trump-supporter-attacked-by-antifa-blm-at-san-fransisco-free-speech-rally-free-speech-rally-canceled-by-violent-rioters



Redirect Notice

-
- October 17, 2020 2:07 pm

abc7news.com/society/tensions-rise-after-free-speech-rally-turns-violent-in-sf/7104894

- October 17, 2020 3:04:36 pm

breitbart.com/law-and-order/2020/10/17/watch-woman-wearing-u-s-flag-shirt-mobbed-near-san-francisco-antifa-protest

- October 17, 2020 3:54 pm

thepostmillennial.com/antifa-mob-assault-black-free-speech-activist-in-san-francisco

- October 17, 2020 4:41:16 pm

breitbart.com/law-and-order/2020/10/17/watch-antifa-mob-attacks-pro-trump-free-speech-rally-at-twitter-hq

- October 17, 2020, 05:08 pm

oregonlive.com/nation/2020/10/conservative-rally-in-san-francisco-falls-apart-after-surge-by-counterprotest.html

- October 17, 2020 6:50 pm

foxnews.com/us/free-speech-rally-marred-by-violence-as-counterprotesters-storm-event

- October 17, 2020 9:06 pm

theepochtimes.com/people-marching-with-antifa-group-attack-conservatives-at-rally-against-big-tech_3542911.html



Redirecting

- October 17, 2020, 9:52 pm

usnews.com/news/politics/articles/2020-10-17/conservatives-staging-free-speech-rally-attacked-by-critics



Redirecting

- October 17, 2020 10:21:40 pm

news.yahoo.com/conservatives-staging-free-speech-rally-222140156.html



Redirecting

- October 17, 2020 10:40 pm

thegatewaypundit.com/2020/10/video-black-trump-supporter-viciously-beaten-san-francisco-free-speech-rally-sucker-punched-teeth-knocked



Redirecting

- October 17, 2020 11:45 pm

nbcbayarea.com/news/local/free-speech-rally-twitter-protest-in-san-francisco/2382060



Redirecting

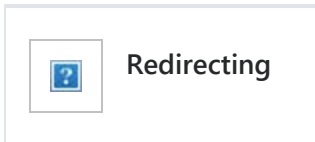
- October 17, 2020

michaelsavage.com/watch-joe-biden-is-antifa-just-an-idea-black-free-speech-marcher-teeth-

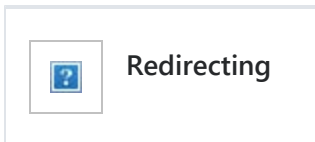
[knocked-out-by-counterprotesters](#)



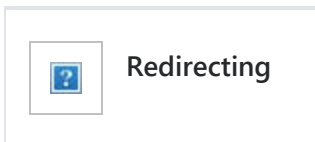
- October 17, 2020
michaelsavage.com/sf-hatepaper-calls-antifa-critics-after-they-volently-assault-trump-supporters-and-assault-police



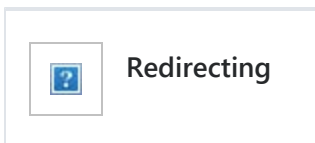
- October 18, 2020 1:52:25 am
apnews.com/article/san-francisco-214a90e5d88c255a8682ecf126a31b92



- October 18, 2020 2:41 am
nypost.com/2020/10/18/san-francisco-free-speech-rally-attacked-by-counter-protestors



- October 18, 2020 10:06 am
abc6.com/conservatives-staging-free-speech-rally-attacked-by-critics



- October 18, 2020 10:57:54 am

breitbart.com/law-and-order/2020/10/18/antifa-knocks-out-black-mans-teeth-for-holding-free-speech-rally-while-calling-him-n-word



Redirecting

- October 18, 2020 2:14 pm

zerohedge.com/political/still-think-idea-san-francisco-free-speech-marchers-police-violently-attacked-antifa



Redirecting

- October 18, 2020 8:14 pm

dailymail.co.uk/news/article-8851799/Violence-erupts-San-Francisco-Trump-supporters-counter-protesters-clash.html



Redirecting

- October 19, 2020

banned.video/watch?id=5f8e0f8efecada1524c1bc2e



Redirect Notice

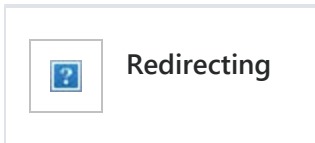
- October 19, 2020

censored.tv/watch/shows/get-off-my-lawn/episode/s03e26-worst-show-ever



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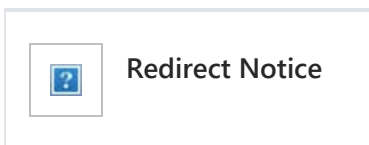
- October 19, 2020 7:00 am
sanfrancisco.cbslocal.com/2020/10/19/uneasy-tensions-mount-during-san-francisco-free-speech-protest



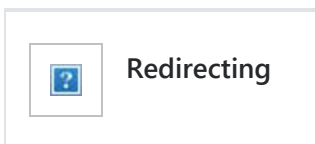
- October 19, 2020 8:50 pm
reclaimthenet.org/big-tech-bans-philip-anderson-free-speech-rally-organizer



- October 19, 2020 10:25 PM
mikehuckabee.com/latest-news?id=025DFFE8-4529-4304-BAA0-CE2E1416C47D



- October 19, 2020 11:00 pm
abc7news.com/free-speech-rally-san-francisco-proud-boys-tech-protest-un-plaza/7170949

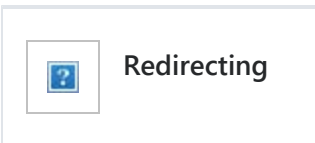


- October 20, 2020 8:02 am
thepostmillennial.com/blm-activist-charged-with-hate-crime-over-assault-of-black-conservative-in-san-francisco



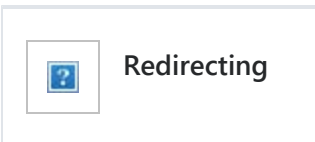


- October 20, 2020 6:09 pm
sfexaminer.com/news/suspect-charged-with-assault-for-allegedly-punching-free-speech-rally-organizer



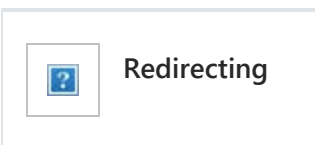
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- October 21, 2020
humanevents.com/2020/10/21/free-speech-activist-attacked-in-sf-now-faces-same-censorship-he-was-rallying-against



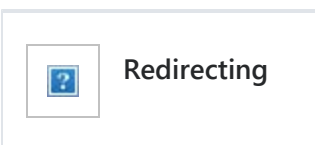
Redirecting

- October 25, 2020 7:20 am
thepostmillennial.com/assaulted-black-free-speech-activists-gofundme-for-medical-costs-taken-down-by-blm-mob



Redirecting

- October 25, 2020
dailywire.com/news/gofundme-shuts-down-drive-to-fix-protest-organizers-teeth-after-alleged-antifa-attack-donations-refunded



Redirecting

humanevents.com/2020/10/26/free-speech-activist-phillip-anderson-once-again-denied-free-speech

“If my people, who are called by my name, will humble themselves and pray and seek my face and turn from their wicked ways, then will I hear from heaven and will forgive their sin and will heal their land” (2 Chronicles 7:14)

Thank you and may God bless San Francisco Public Servants.

Ellen Lee Zhou, District 9 Resident

For identification purpose

Member of Revival San Francisco

Behavioral Health Clinician for San Francisco Public Health

Mayoral Candidate June 2018 / November 2019

California Civil Grand Jury Member – San Francisco Chapter

cc:

San Francisco Police

Revival San Francisco

San Francisco Community Empowerment Center

San Francisco Coalition for Good Neighborhoods

Center for American Liberty

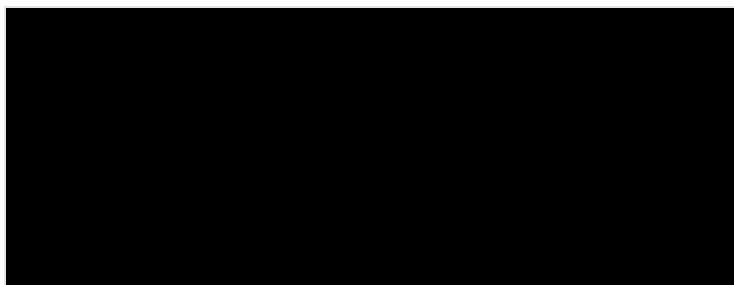
Pacific Justice Institute

American Center for Law and Justice

The fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law. (Bible---Galatians 5:22,23)

Please note: This email may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intent person/people/parties receiving this email, please delete all contents and notify this sender. Your response is greatly appreciated. Thank you. Ellen Lee Zhou

[#TeamSaveAmerica San Francisco Rally 2020](#)



#TeamSaveAmerica San Francisco Rally 2020



[1:09NOW PLAYING](#)

San Francisco Antifa going Haywire Throwing barriers around absolute

mayhem #Antifa #SF

[Patriot News](#)



San Francisco Antifa going Haywire Throwing
barriers around absolute may...

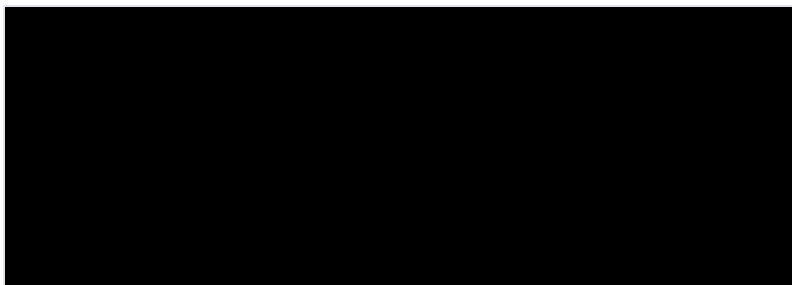
2



[23:24NOW PLAYING](#)

Free speech rally underway at San Francisco's UN Plaza -- WATCH LIVE

[ABC7 News Bay Area](#)



Free speech rally underway at San Francisco's UN
Plaza -- WATCH LIVE

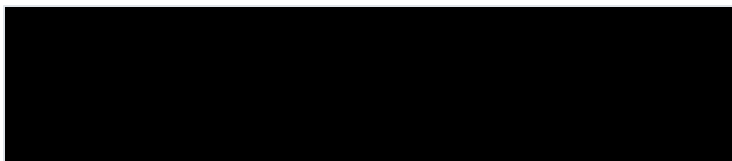
3



[1:06NOW PLAYING](#)

San Francisco Antifa UNHINGED #Antifa #SF

[Patriot News](#)



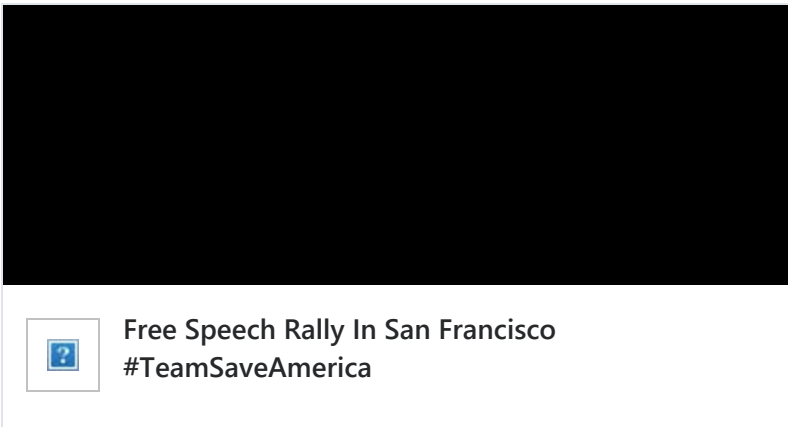


4



[1:02:46NOW PLAYING](#)

Free Speech Rally In San Francisco #TeamSaveAmerica
[Black Rebel](#)

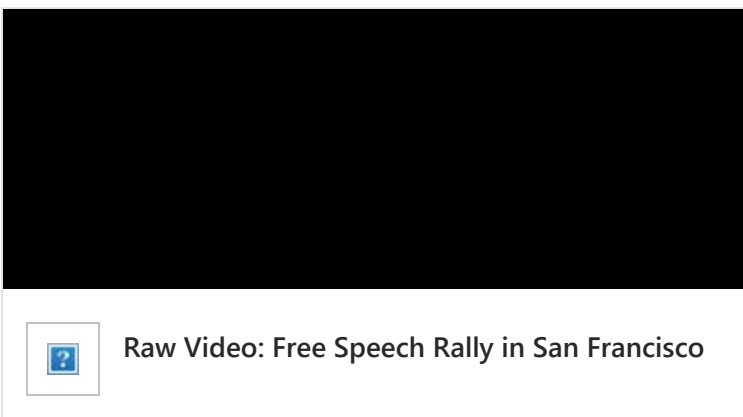


5



[5:55NOW PLAYING](#)

Raw Video: Free Speech Rally in San Francisco
[KPIX CBS SF Bay Area](#)



6



[1:26NOW PLAYING](#)

Antifa knocking out front teeth in San Francisco.

[Joey Gibson Patriot Prayer USA](#)



Antifa knocking out front teeth in San Francisco.

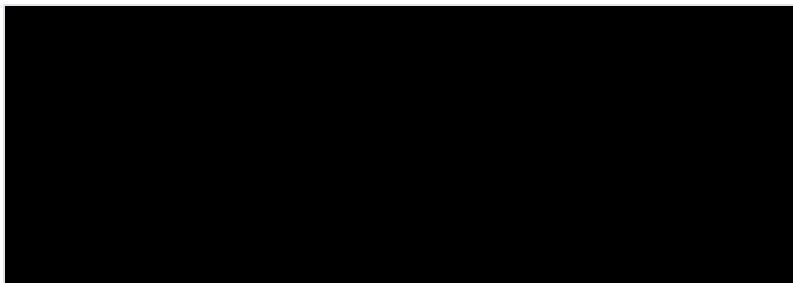
7



[1:08:13NOW PLAYING](#)

LIVE: ANTIFA Counter-Protesters at Team Save America Rally in San Francisco

[Wes Daily](#)



LIVE: ANTIFA Counter-Protesters at Team Save America Rally in San Fra...

8



[1:06NOW PLAYING](#)

Today's protest in San Francisco

[Daesh Hunter](#)



Today's protest in San Francisco

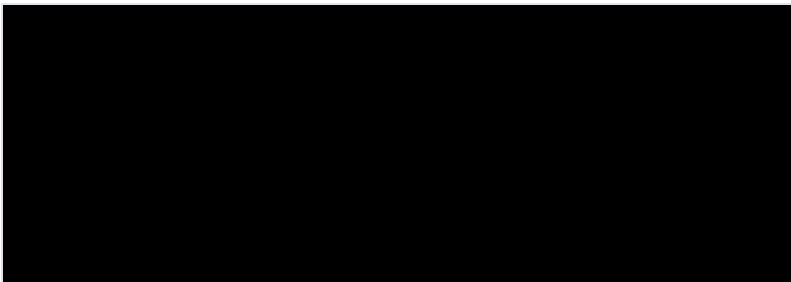
9



[0:46NOW PLAYING](#)

Antifa in SF goes BALLISTIC on Riot Clad Police #Antifa #SF #Police

[Patriot News](#)



Antifa in SF goes BALLISTIC on Riot Clad Police
#Antifa #SF #Police

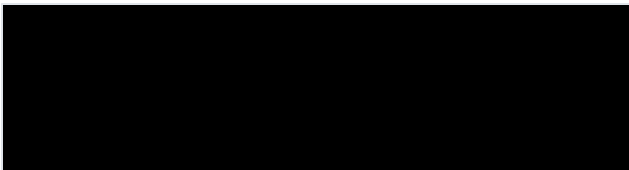
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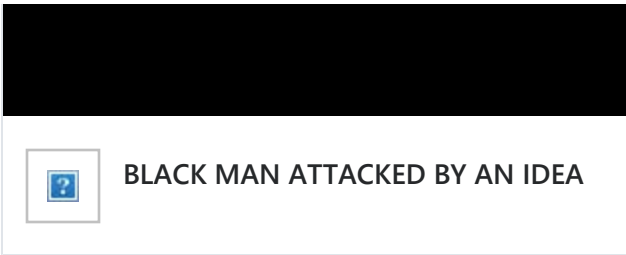


[3:01NOW PLAYING](#)

BLACK MAN ATTACKED BY AN IDEA

[Michael Maus](#)



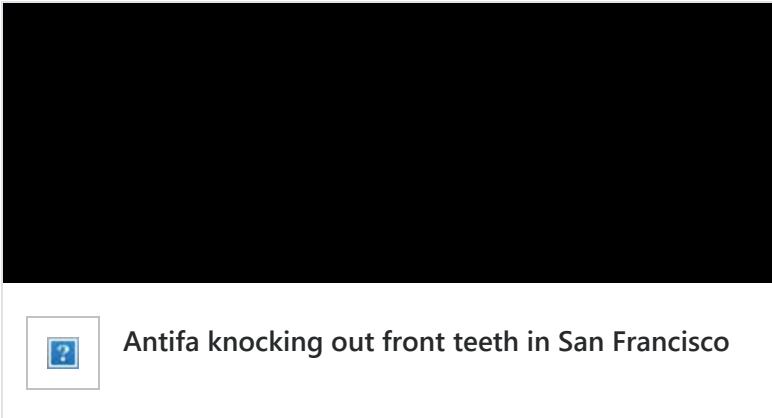


11



[1:26NOW PLAYING](#)

Antifa knocking out front teeth in San Francisco
[jreenterprise](#)

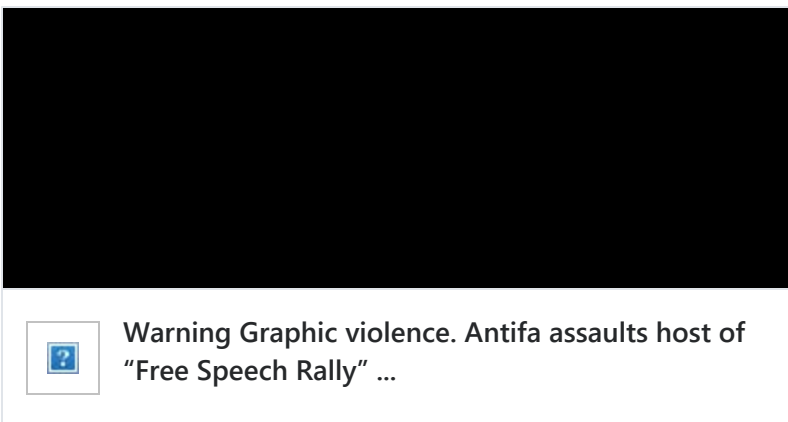


12



[0:32NOW PLAYING](#)

Warning Graphic violence. Antifa assaults host of “Free Speech Rally” in San Francisco.
[AflakNewsHD](#)

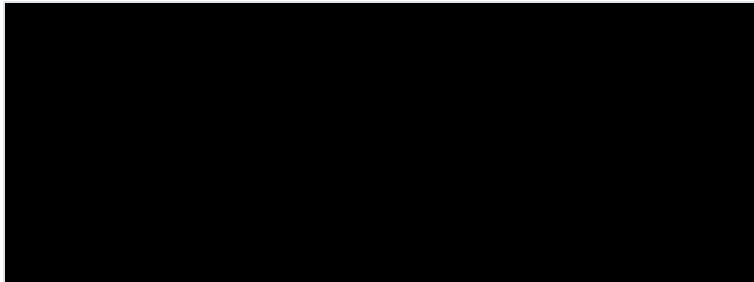


13



[11:54:59NOW PLAYING](#)

Live Protest/Riot Coverage Non-Commie Chat
[Livestreams FromTexas](#)



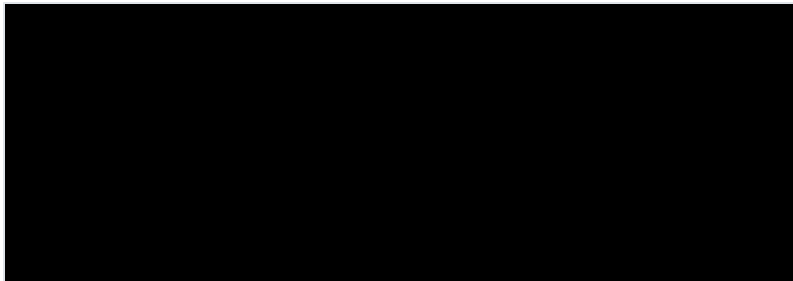
Live Protest/Riot Coverage Non-Commie Chat

14



[2:03NOW PLAYING](#)

San Francisco Chaos Large Twitter Protest Police Push Protesters Back
[Helix Maxter](#)



San Francisco Chaos Large Twitter Protest Police
Push Protesters Back

15



[1:20NOW PLAYING](#)

Free Speech Anti-Censorship Rally in San Francisco Attacked Violently by

Antifa Counter Protesters

[Trent Bridges](#)



Free Speech Anti-Censorship Rally in San Francisco Attacked Violently by...

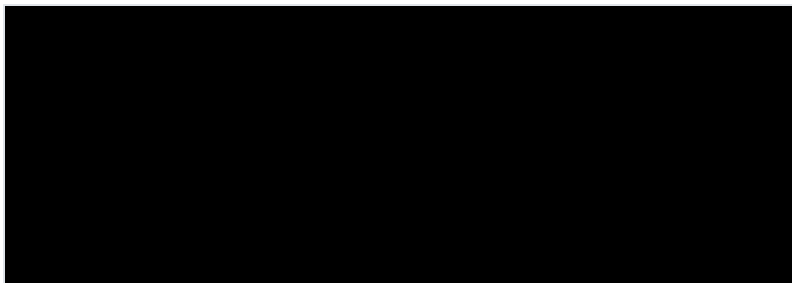
16



[2:56NOW PLAYING](#)

A free speech rally against big tech took a turn for the worst Saturday in San Francisco when hundre

[Health Care Online](#)



A free speech rally against big tech took a turn for the worst Saturday ...

17



[6:17NOW PLAYING](#)

Antifa Punches Out Teeth Of Victim At Free Speech Rally 10-17-2020

[DuckHK](#)





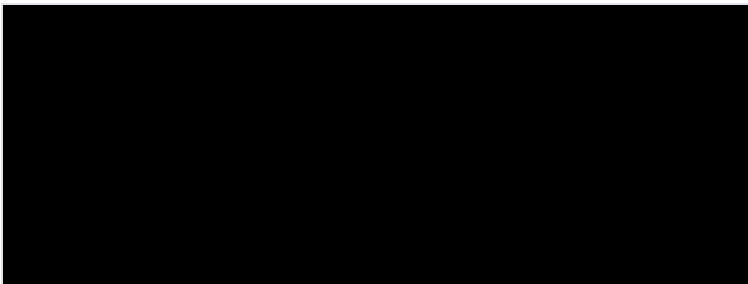
Antifa Punches Out Teeth Of Victim At Free
Speech Rally 10-17-2020

18



[1:59NOW PLAYING](#)

Antifa attacks black man, knocks his teeth out
[Atonio Vasquez](#)



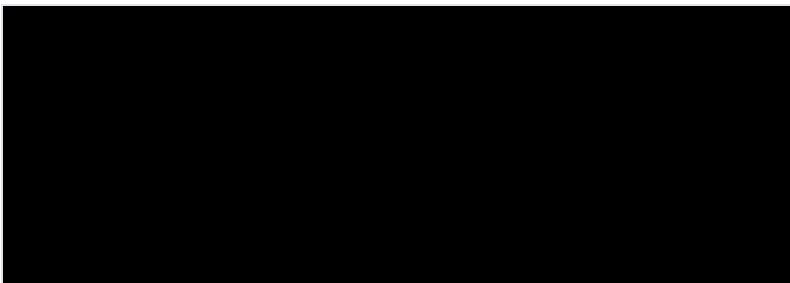
Antifa attacks black man, knocks his teeth out

19



[3:17NOW PLAYING](#)

**COPS forced to INTERVENE as Antifa SURROUNDS and THREATENS us in SF.
Escorted in Police Vehicle**
[Hidden Americans](#)



COPS forced to INTERVENE as Antifa



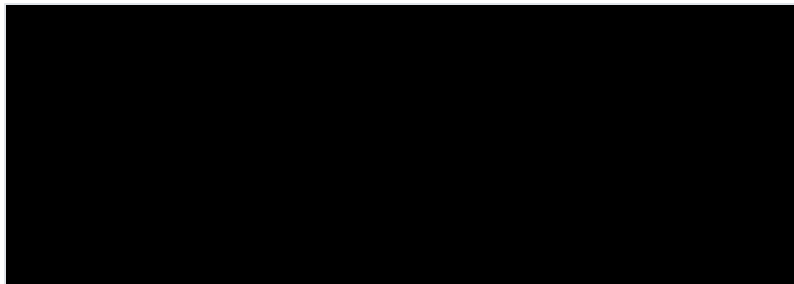
SURROUNDS and THREATENS us in SF. Esc...

20



[2:25NOW PLAYING](#)

FREE SPEECH advocate #kingfreespeech ATTACKED by ANTIFA
[solidXstate](#)



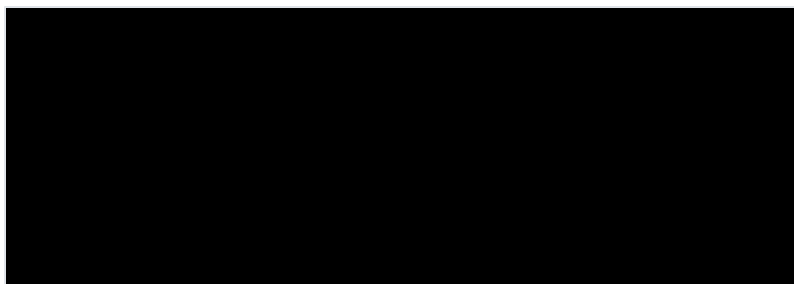
FREE SPEECH advocate #kingfreespeech
ATTACKED by ANTIFA

21



[1:25NOW PLAYING](#)

PATRIOTS forced to FLEE in POLICE ESCORT as leftists ATTACK #MAGA supporters in SF
[Hidden Americans](#)



PATRIOTS forced to FLEE in POLICE ESCORT as
leftists ATTACK #MAGA suppor...

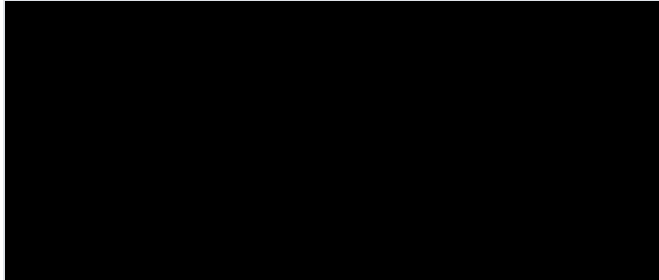
22



[3:29NOW PLAYING](#)

Black Man Brutally Assaulted By Antifa

[The M Wire](#)



Black Man Brutally Assaulted By Antifa

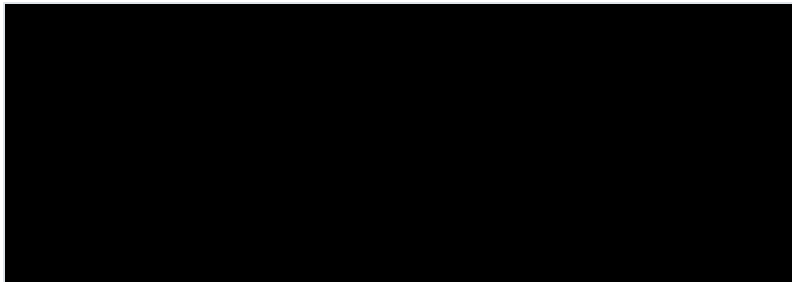
23



[0:09NOW PLAYING](#)

Conservatives staging free speech rally attacked by critics

[Jackson durai](#)



Conservatives staging free speech rally attacked by critics

24



[3:18NOW PLAYING](#)

Pro-Trump/Free Speech Group Attacked by antifa/BLM + in San Francisco

[BoogieFinger](#)





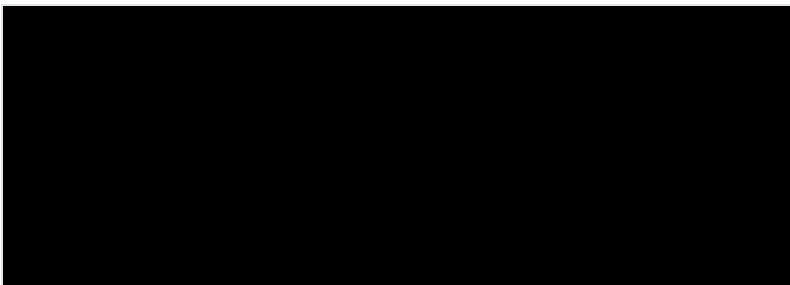
Pro-Trump/Free Speech Group Attacked by
antifa/BLM + in San Francisco

25



[2:51NOW PLAYING](#)

Tensions Escalate at 'Free Speech' Rally in San Francisco
[NBC Bay Area](#)



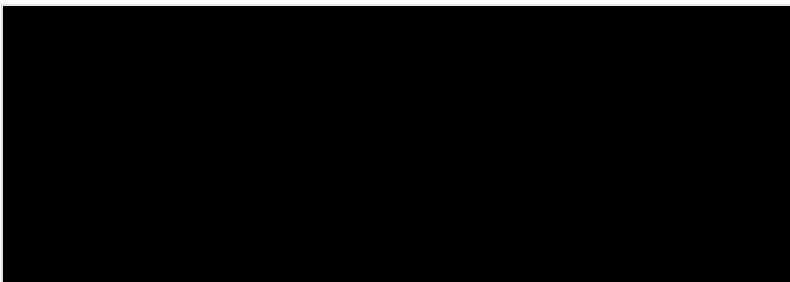
Tensions Escalate at 'Free Speech' Rally in San
Francisco

26



[5:06NOW PLAYING](#)

**Recap of free speech rally and protest against Twitter and Big Tech in San
Francisco**
[ABC7 News Bay Area](#)





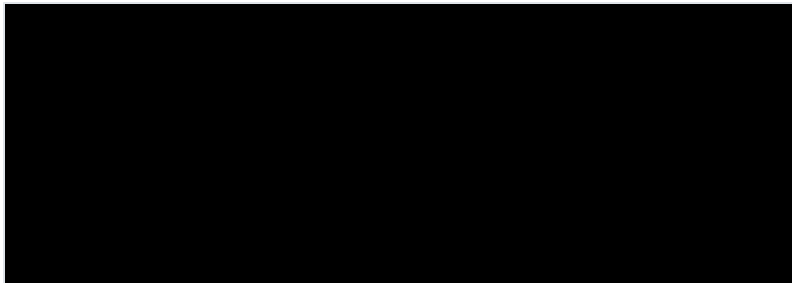
Recap of free speech rally and protest against
Twitter and Big Tech in S...

27



[7:42NOW PLAYING](#)

Antifa Attack Conservative Demonstrators at San Francisco Free Speech Rally
[American Patriot 2020](#)



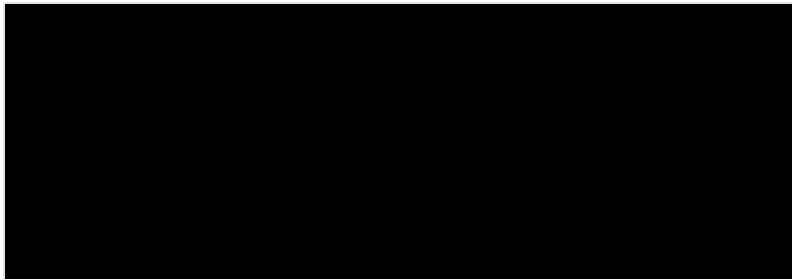
Antifa Attack Conservative Demonstrators at San
Francisco Free Speech Rally

28



[12:02NOW PLAYING](#)

Wahmen's March 2020; Trump Supporters Assaulted; BLM Riot Compilation
Day 153
[The Colored Conservatives](#)



Wahmen's March 2020; Trump Supporters
Assaulted; BLM Riot Compilation Da...

29



[9:30:33NOW PLAYING](#)

LIVE Day 143 Protests Riots | LA, Seattle, San Francisco, Portland
[Reclaiming The Masses](#)

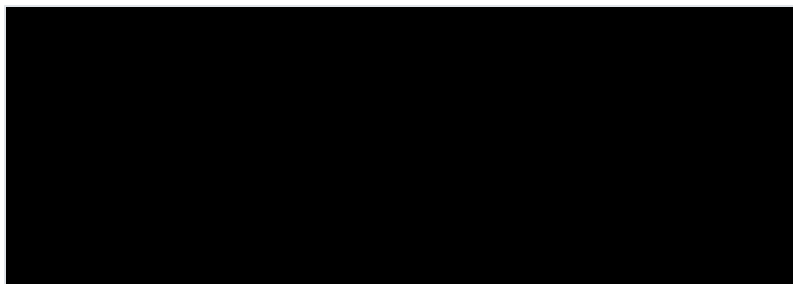
30



[1:15NOW PLAYING](#)

See San Francisco Antifa-BLM Peacefully Sucker Punched Free Speech Patriot
Knocking His Teeth Out

[Youtube News](#)



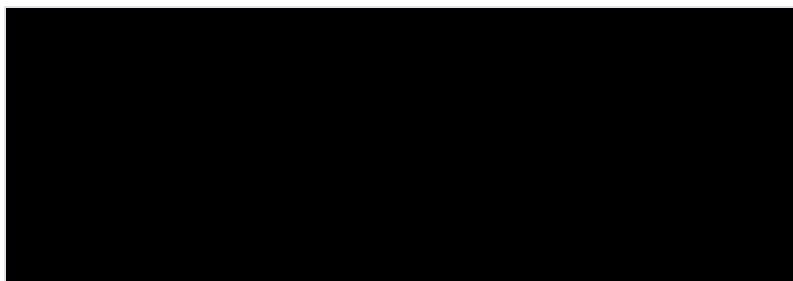
See San Francisco Antifa-BLM Peacefully Sucker
Punched Free Speech Patri...

31



[1:55NOW PLAYING](#)

A Crowd of ANTIFA Joe Biden Supporters Attack A Black Man
[SnowWhalez](#)



A Crowd of ANTIFA Joe Biden Supporters Attack
A Black Man

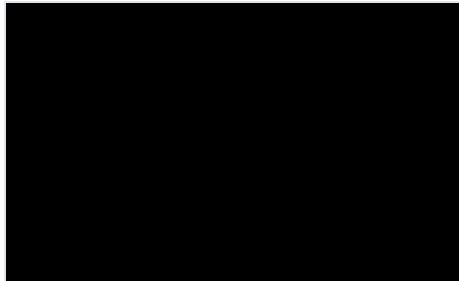
32



[57:11NOW PLAYING](#)

Antifa in San Francisco

[Crowman17](#)



Antifa in San Francisco

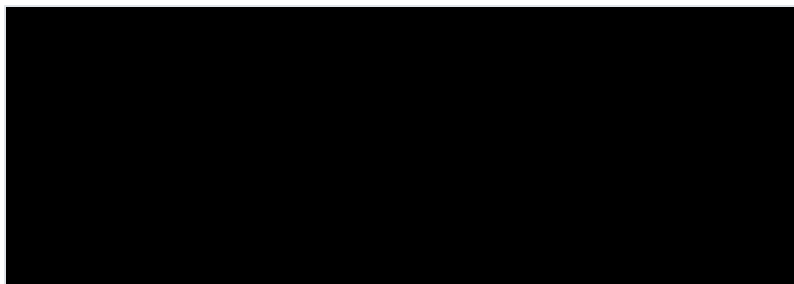
33



[13:14NOW PLAYING](#)

**Trump supporters ambushed by ANTIFA San Francisco - Black man had teeth
knocked out - Disgrace**

[PES Beats & News Reviews](#)



Trump supporters ambushed by ANTIFA San
Francisco - Black man had teeth ...

34



[1:25NOW PLAYING](#)

Left Wing Protestors Violently Attacks Black Man and Calls Him Slurs

[Garry Jones](#)



Left Wing Protestors Violently Attacks Black Man
and Calls Him Slurs

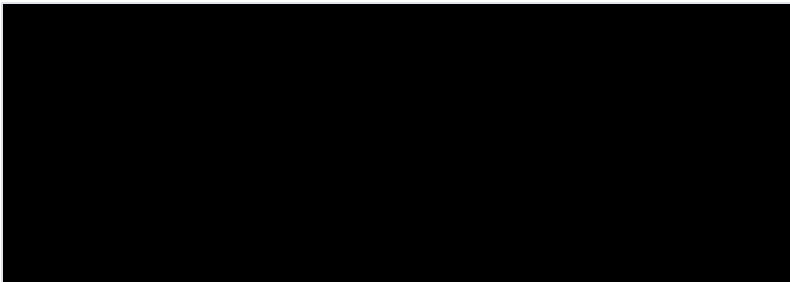
35



[0:41NOW PLAYING](#)

Conservatives staging free speech rally attacked by critics

[Buzz News](#)



Conservatives staging free speech rally attacked
by critics

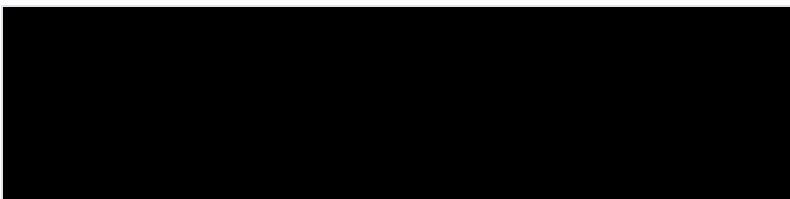
36



[1:26NOW PLAYING](#)

**Antifa Blindside Assault Conservative 'Free Speech' Rally Organizer Philip
Anderson in San Francisco**

[Grabien](#)





Antifa Blindsided Assault Conservative 'Free Speech' Rally Organizer Phil...

37



1:55NOW PLAYING

ANTIFA Knocks Out TEETH AT FREE SPEECH RALLY in San Francisco
[Daily Theology](#)



ANTIFA Knocks Out TEETH AT FREE SPEECH RALLY in San Francisco

38



2:59NOW PLAYING

USA: Conservative punched in face by counter-protester at free speech rally
[Ruptly](#)



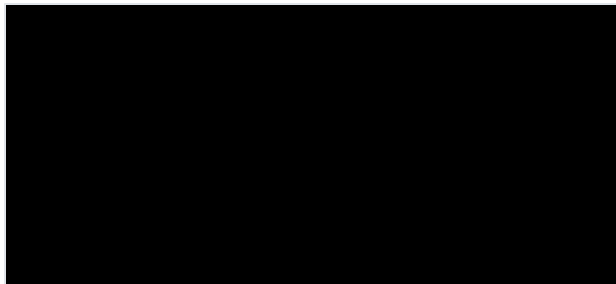
USA: Conservative punched in face by counter-protester at free speech rally

39



[0:32NOW PLAYING](#)

ANTIFA attacks Free Speech Leader
[Man, State and Memetics](#)



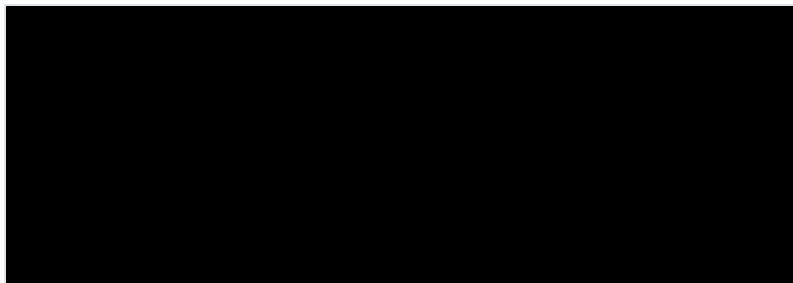
ANTIFA attacks Free Speech Leader

40



[0:55NOW PLAYING](#)

BLM, Antifa violently crash San Fran free speech rally, sending organizer to hospital
[Buzz News](#)



BLM, Antifa violently crash San Fran free speech rally, sending organize...

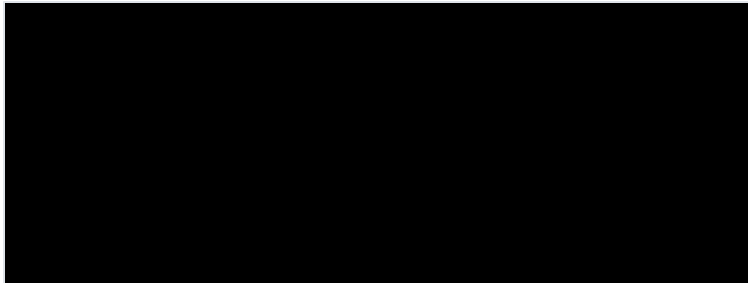
41



[13:30NOW PLAYING](#)

Antifa attacks Black Free Speech Conservative

[Leah Love OnLine](#)



Antifa attacks Black Free Speech Conservative

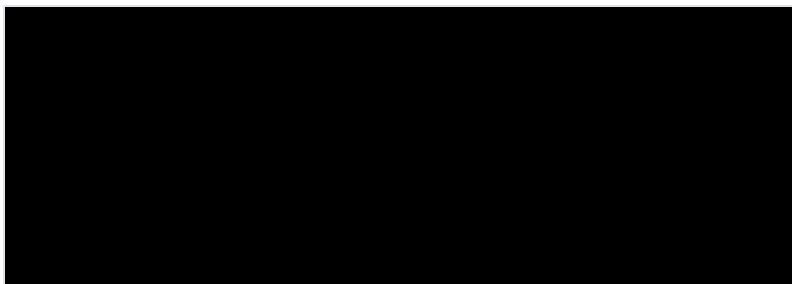
42



[2:02NOW PLAYING](#)

PROTEST VIOLENCE: Conservative group attacked during San Francisco Free Speech Rally

[KPIX CBS SF Bay Area](#)



PROTEST VIOLENCE: Conservative group attacked during San Francisco Free ...

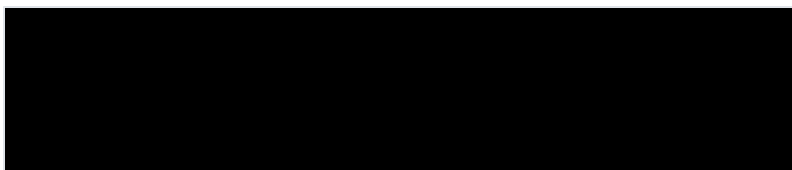
43



[3:34NOW PLAYING](#)

Tensions rise after free speech rally turns violent in San Francisco

[ABC7 News Bay Area](#)





Tensions rise after free speech rally turns violent
in San Francisco

44



[2:54NOW PLAYING](#)

**"Is Antifa Just An Idea Joe Biden?" FREE SPEECH RALLY ATTACKED BY
ANTIFA!**

[Olin Live](#)



"Is Antifa Just An Idea Joe Biden?" FREE SPEECH
RALLY ATTACKED BY ANTIFA!

45



[4:12NOW PLAYING](#)

Antifa Protesters Attack Phillip Anderson and Knock Out his Front Tooth

[Op-Ed Daily](#)



Antifa Protesters Attack Phillip Anderson and
Knock Out his Front Tooth

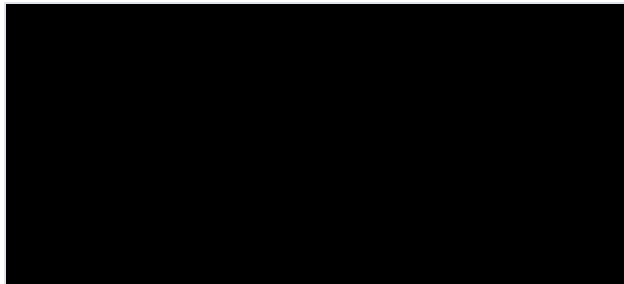
46



[1:47NOW PLAYING](#)

Philip Anderson Assaulted By Antifa

[Dog and Chicken Show](#)



Philip Anderson Assaulted By Antifa

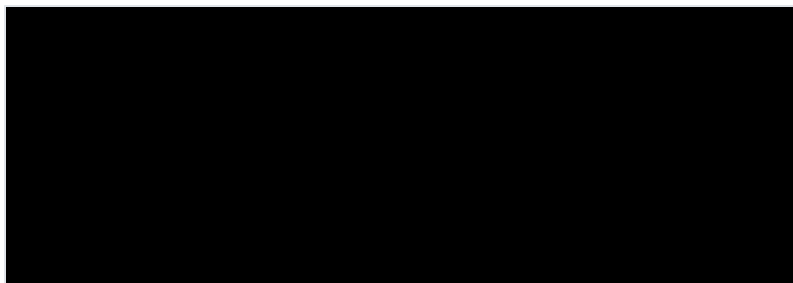
47



[0:36NOW PLAYING](#)

Far-left (ie Antifa), attack conservatives in San Francisco

[Guardians of Liberty](#)



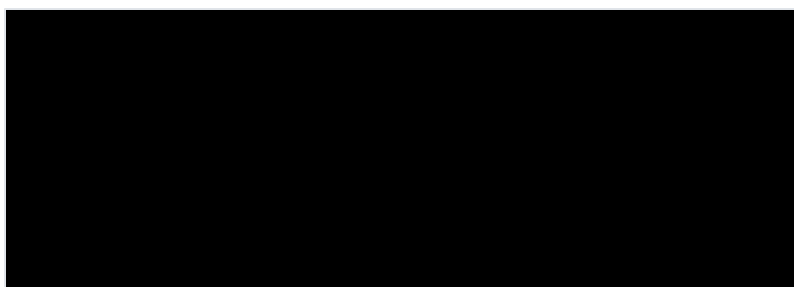
Far-left (ie Antifa), attack conservatives in San Francisco

48



[3:35NOW PLAYING](#)

Antifa Strike Again - Punched African American #racist SHARE - SHARE
[John Donne Show](#)



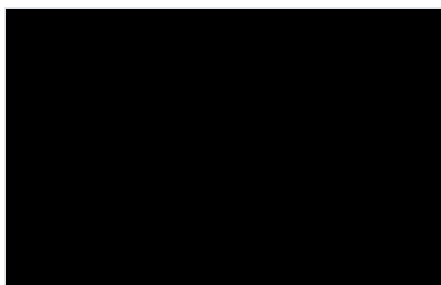
Antifa Strike Again - Punched African American
#racist SHARE - SHARE

49



[2:55NOW PLAYING](#)

Antifa Is Just An Idea
[Memology 101](#)



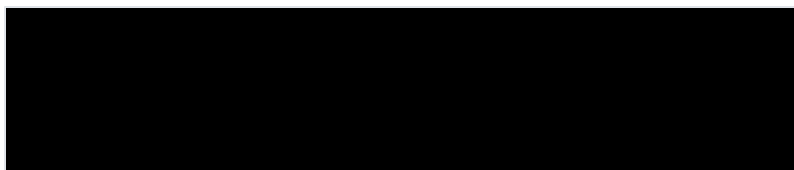
Antifa Is Just An Idea

50



[0:40NOW PLAYING](#)

Yesterday's San Fran protest shows Antifa attack a black Trump supporter!
[AllThings](#)





Yesterday's San Fran protest shows Antifa attack a black Trump supporter!

51



[40:56NOW PLAYING](#)

In Libtarded San Francisco Free-Speech Marchers, Police Violently Attacked By Antifa!!!

[LeoLyonZagamiChannel](#)



In Libtarded San Francisco Free-Speech Marchers, Police Violently Attack...

52



[2:10NOW PLAYING](#)

Philip Anderson assaulted by Antifa at Free Speech event

[LGD 4033](#)



Philip Anderson assaulted by Antifa at Free Speech event

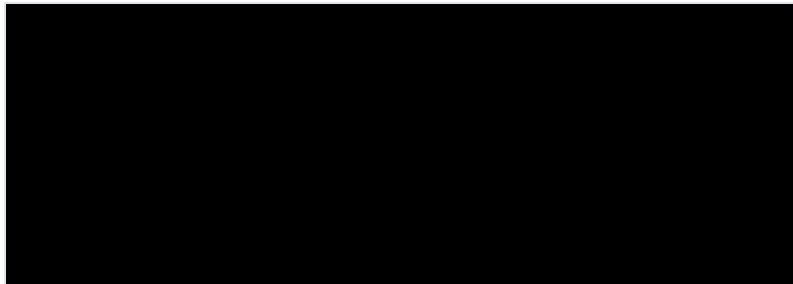
53



[2:20NOW PLAYING](#)

Antifa Assaults Free Speech Rally Speakers and Attendees 10/17/20 San Francisco October 17th 2020

[Chester Belloc](#)



Antifa Assaults Free Speech Rally Speakers and Attendees 10/17/20 San Fr...

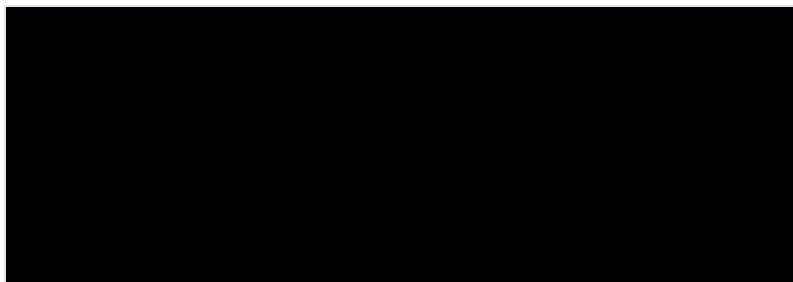
54



[0:30NOW PLAYING](#)

THIS CHANNEL HAS BEEN BLOCKED FOR TWO WEEKS: Ei Joe Biden do you still think Antifa is an Idea?

[LeoLyonZagamiChannel](#)



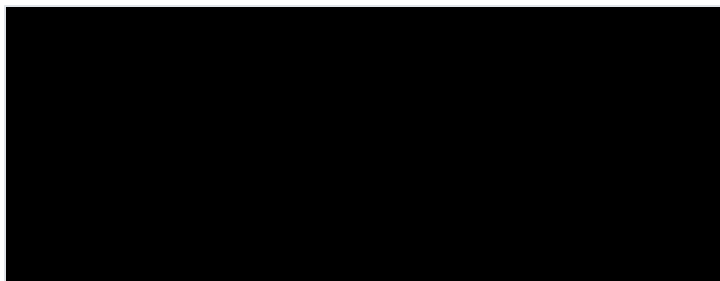
THIS CHANNEL HAS BEEN BLOCKED FOR TWO WEEKS: Ei Joe Biden do you still t...

55



[0:54NOW PLAYING](#)

Black Man Attacked For Being Conservative



Black Man Attacked For Being Conservative

The fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law. (Bible---Galatians 5:22,23)
Please note: This email may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intent person/people/parties receiving this email, please delete all contents and notify this sender. Your response is greatly appreciated. Thank you. Ellen Lee Zhou

On Wednesday, October 21, 2020, 01:54:56 PM PDT, Terry C
<repealbagfee@gmail.com> wrote:

Dear Chief Scott, SFPD and Mayor:

There is a mis-identification on who punched Free Speech organizer Philip Anderson damaging his 2 front teeth.

According to the video, it is the bald (Asian?) guy with "161 Crew" tee shirt. Not Adroa Anderson, who probably was with BLM and was probably filming the scene. Adroa probably made Tshirt for BLM organizations.

Please see the 2nd video clip on the lower part of this ABC page:

<https://abc7news.com/7196991/>

According to the article:

"The suspect, 35-year-old Adroa Anderson, lists Watsonville as his home, as confirmed by the The San Francisco Police Department and DMV records obtained by the I-Team."

xxxx

And based on some tweets on Twitter as enclosed here, they confirm that "161 Crew"

is an ULTRA-Violent Antifa from Manchester (England) to Spain. They are from Europe.

Billionaire George Soros bankrolled 70,000 young protestors in Yugoslavia in 1990. Armed with AK 47 and molotov cocktails, they took down dictator Milosevic. In Georgia, hours after people-elected President Eduard Shevardnadze declared victory, Soros' control radio with FAKE exit poll claimed that the election was rigged. Thousands of his protestors took the streets. President Shevardnadze did not want a civil war, with little choices, he resigned.

Soros has "fixed" more than a dozen Eastern European countries previously ruled by communist Soviet in 1990s -2000s. He has plenty of knowledge in REVOLUTIONARY PROCESS. He has the money. And he is COMMITTED to his OPEN SOCIETY idea for decades. He has 30 plus Open Society Foundations all over Europe and Central Asia. And he funds BLM Global.

Soros's protestors are here. We need to be prepared.

Sincerely,
Terry Chong
SF concerned resident

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: MORE riots / looting are coming to California and across America Stop supporting hates /violence, /Antifa /Black Lives Matter
Date: Tuesday, November 3, 2020 9:03:00 AM

From: Lee Ellen <ellenzhou888@yahoo.com>

Sent: Monday, November 2, 2020 3:21 PM

To: SFPD, Chief (POL) <sfpdchief@sfgov.org>; SFPD Tenderloin Station, (POL) <SFPDTenderloinStation@sfgov.org>; SFPD Central Station, (POL) <sfpdcentralstation@sfgov.org>; SFPD Park Station, (POL) <SFPDParkStation@sfgov.org>; SFPD Taraval Station, (POL) <SFPDTaravalStation@sfgov.org>; SFPD Bayview Station, (POL) <SFPDBayviewStation@sfgov.org>; SFPD Southern Station, (POL) <SFPDSouthernStation@sfgov.org>; SFPD Ingleside Station, (POL) <SFPDInglesideStation@sfgov.org>; SFPD Northern Station, (POL) <sfpdnorthernstation@sfgov.org>; SFPD Mission Station, (POL) <SFPDMissionStation@sfgov.org>; Jean, Michelle (POL) <Michelle.Jean@sfgov.org>; Yick, Robert (POL) <Robert.Yick@sfgov.org>; Woon, Chris (POL) <Chris.Woon@sfgov.org>; Yep, Paul (POL) <Paul.Yep@sfgov.org>; Pedrini, Christopher (POL) <Christopher.Pedrini@sfgov.org>; Falvey, Timothy (POL) <Timothy.Falvey@sfgov.org>; Fabbri, Carl (POL) <Carl.Fabbri@sfgov.org>; Terry C <repealbagfee@gmail.com>; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; Breed, Mayor London (MYR) <mayorlondonbreed@sfgov.org>; Fewer, Sandra (BOS) <sandra.fewer@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Peskin, Aaron (BOS) <aaron.peskin@sfgov.org>; Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Preston, Dean (BOS) <dean.preston@sfgov.org>; Haney, Matt (BOS) <matt.haney@sfgov.org>; Yee, Norman (BOS) <norman.yee@sfgov.org>; MandelmanStaff, [BOS] <mandelmanstaff@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; Safai, Ahsha (BOS) <ahsha.safai@sfgov.org>; Breed, London (MYR) <london.breed@sfgov.org>; scheduling, Mayor's (MYR) <scheduling@sfgov.org>; Scott, William (POL) <william.scott@sfgov.org>; Lee Ellen <ellenzhou888@yahoo.com>
Cc: Teresa Duque <terdq@yahoo.com>; Eva Chao <mhcllc000@gmail.com>; Jonathan RSF <info@revivalsf.com>; Sandra Skover <media@revivalsf.com>; Liz RSF Family <family@revivalsf.com>; Ellen Zhou <ellen@revivalsf.com>; Meina RSF <housing@revivalsf.com>; Westside Observer <editor@westsideobserver.com>; letters@marinatimes.com; newsroom@epochtimes.com; Pji Info <info@pji.org>; Aclj Info <info@aclj.org>; Center for American Liberty Harmeet Dhillon <info@libertycenter.org>; pmatier@sfchronicle.com; editor@worldjournal.com; editors@sfpublishpress.org; Editor <editor@singtaousa.com>; mbarba@sfxaminer.com; Sing Tao USA (newspaper) <sf@singtaousa.com>; DPH - teresaduque <teresaduque@sfcec.org>; Wendy Wong <coalition4goodneighborhoods@gmail.com>
Subject: MORE riots / looting are coming to California and across America Stop supporting hates /violence, /Antifa /Black Lives Matter

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Elected Officials, Mayor London Breed, Police Chief Scott William and all 11 Board of Supervisors,

See attached, this is circling in the Chinese community about more Antifa and Black Lives Matter riots / looting on November 4, 2020. I am not sure if this is TRUE or NOT. But on 10/30/2020, San Francisco government already informed government workers to prepare for possible civil unrest on election day and election outcome.

I am writing to request all of you, San Francisco elected officials work together to protect our city, stop supporting looting and riots. I hope SF police are ready for possible arrests, arrest any of these "protesters" starting destroying properties. We are a democracy country and we exercise our rights to protest or rally, but not riots or looting to destroy properties or / and hurting people.

May God Protect San Francisco

Ellen Lee Zhou, District 9 Resident

For identification purpose

Member of Revival San Francisco

Behavioral Health Clinician for San Francisco Public Health

Mayoral Candidate June 2018 / November 2019

California Civil Grand Jury Member – San Francisco Chapter

cc:

San Francisco Police

Revival San Francisco

San Francisco Community Empowerment Center

San Francisco Coalition for Good Neighborhoods

Center for American Liberty

Pacific Justice Institute

American Center for Law and Justice

Media



UPCOMING PROTESTS - CALIFORNIA

Monday, November 2, 2020

Los Angeles	Monday, November 2, 2020	3:00 PM	Pershing Square, 500 S Hill St, Los Angeles, CA
Orange	Monday, November 2, 2020	5:00 PM	Orange Plaza Square Park, 99 Plaza Square #75, Orange, CA
San Francisco	Monday, November 2, 2020	5:00 PM	Civic Center Plaza, 335 McAllister St, San Francisco, CA
Santa Ana	Monday, November 2, 2020	5:00 PM	Calle Cuatro Plaza, 325 E 4th St, Santa Ana, CA

Tuesday, November 3, 2020

Election Day

Los Angeles	Tuesday, November 3, 2020	3:00 PM	Pershing Square, 500 S Hill St, Los Angeles, CA
Orange	Tuesday, November 3, 2020	5:00 PM	Orange Plaza Square Park, 99 Plaza Square #75, Orange, CA
San Francisco	Tuesday, November 3, 2020	12:00 PM	2 Marina Blvd, San Francisco, CA
San Francisco	Tuesday, November 3, 2020	4:00 PM	Bill Graham Civic Auditorium, 99 Grove St, San Francisco, CA
San Francisco	Tuesday, November 3, 2020	5:00 PM	Civic Center Plaza, 335 McAllister St, San Francisco, CA
San Francisco	Tuesday, November 3, 2020	5:00 PM	433 S Van Ness Ave, San Francisco, CA
San Francisco	Tuesday, November 3, 2020	5:00 PM	16th St & San Francisco Bicycle Rte 45, San Francisco, CA
San Francisco	Tuesday, November 3, 2020	8:00 PM	Harvey Milk Plaza, San Francisco, CA
San Jose	Tuesday, November 3, 2020	5:00 PM	284 S 10th St, San Jose, CA
Santa Ana	Tuesday, November 3, 2020	5:00 PM	Calle Cuatro Plaza, 325 E 4th St, Santa Ana, CA

Wednesday November 4, 2020

Fairfield	Wednesday, November 4, 2020	5:00 PM	Green Valley Rd & Business Center Dr, Fairfield, CA
Los Angeles	Wednesday, November 4, 2020	3:00 PM	Pershing Square, 500 S Hill St, Los Angeles, CA
Los Angeles	Wednesday, November 4, 2020	8:00 PM	Grand Park, 200 N Grand Ave, Los Angeles, CA
Oakland	Wednesday, November 4, 2020	7:30 PM	Oakland City Hall, 1 Frank Ogawa Plaza, Oakland, CA
Orange	Wednesday, November 4, 2020	5:00 PM	Orange Plaza Square Park, 99 Plaza Square #75, Orange, CA
San Francisco	Wednesday, November 4, 2020	12:00 PM	1355 Market St, #900 San Francisco, CA
San Francisco	Wednesday, November 4, 2020	5:00 PM	Civic Center Plaza, 335 McAllister St, San Francisco, CA

BLM和Antifa组织计划在11月4日， 在以下城市发动暴乱

Antifa & BLM - Planned November 4th Riots			
Arizona	Phoenix	Michigan	Dearborn Heights
California	Carlsbad	Michigan	Lake Orion
California	Hanford	Nebraska	Bellevue
California	Monterrey	Nevada	Reno
California	Newberry Park	New Mexico	Farmington
California	San Ardo	North Carolina	Fayetteville
California	Solvang	North Carolina	New Bern
Colorado	Colorado Springs	North Dakota	Minot
Connecticut	Barkhamsted	Rhose Island	Newport
Connecticut	Manchester	South Carolina	Charleston
Florida	Merrit Island	South Carolina	Daniel Island
Florida	Middleburg	South Dakota	Rapid City
Florida	Palm Coast	Virginia	Burke
Florida	Saint John	Virginia	Chesapeake
Florida	St. Augustine	Virginia	Norfolk
Georgia	Griffin	Virginia	Springfield
Idaho	Bonnors Ferry	Virginia	Suffolk
Illinois	Orland Park	Virginia	Virginia Beach
Louisiana	Bossier City	Washington	Anacortes
Louisiana	Shreveport	Washington	Cheney
Maryland	Lexington Park	Washington	Colton
Maryland	Upper Marlboro	Washington	Seattle
Maryland	Warrensburg	Washington	Spokane
Buddy Web Sevices & Biz News Buddy			

The fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law. (Bible--- Galatians 5:22,23)

Please note: This email may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intent person/people/parties receiving this email, please delete all contents and notify this sender. Your response is greatly appreciated. Thank you. Ellen Lee Zhou

On Friday, October 30, 2020, 05:31:28 PM PDT, Lee Ellen <ellenzhou888@yahoo.com> wrote:

Friday, October 30, 2020

Dear Elected Officials, Mayor London Breed, Police Chief Scott William and all 11 Board of Supervisors,

Thank you for serving San Francisco. I am sure each one of you have good intentions when you started your positions as public servants. I hope you can take time to re-think about why you join the City and County of San Francisco government? <https://www.youtube.com/playlist?list=PLDdNgBAqAt2l-1zUjVPuyMM4S1cTQCIM> What have you done to stop violence or crimes?

As you all know, our city, San Francisco has been run by failed polices created by most of you and your democrat party or democrat leaders. As a result of you failed policies, people suffer and die on the streets. Car break-in is everyday. Our city is now dying because more and more people move out from San Francisco (<https://www.sfchronicle.com/business/article/Yes-people-are-leaving-San-Francisco-After-15635160.php>)

2020 is a time and a year for each one of us to repent, turn from the wicked ways, repent all of your sins, know and unknown, ask God for forgiveness. We don't want God's judgement to land on San Francisco, **earthquakes are coming**, then we will be punished hard or even death! Many of the souls and lives already lost because of your failing, demonic public policies. So far, the policies you created for our city have no hope, no love and no faith, but just conflicts. For a city with crimes rising while public employees get a rise? 2019 last year 441 people died on the streets while public officials celebrated their accomplishments for failing polices created homeless while empty apartment refused to rent out, democrats continue to tax people and selling more bonds to expand failing polices, this year, 2020 before October, 468 people died on the streets while elected officials get another pay increase. More than 19,000 public employees make more than \$200,000 a year, plus benefits. Anyone who has moral will know something is wrong inside San Francisco city hall! Something is wrong with San Francisco elected officials! Year after year for the last 20 years, what have you/democratic leaders done other than higher taxes? More taxes? Selling more bonds?

I am a person with faith, hope and love. Most of you know who I am and what I stand for. I am for love, faith and hope. There is lack of moral in San Francisco city hall, lack of direction to recover from this "Plan-demic" created by the evil agenda. Shutting down our education, business and our daily lives created more and more social problems such as suicide, mental health issues, domestic violence, more homeless, more business close and so on. People are leaving San Francisco. <https://www.sfchronicle.com/business/article/Yes-people-are-leaving-San-Francisco-After-15635160.php>

There are more people leaving San Francisco: <https://www.stevegruber.com/2020/10/people-and-voters-leaving-as-democrat-run-san-francisco-crumbles/> If you, any of you continued to support murdering unborn babies and newly born babies or to be born babies, you are committed a crime, murder is a crime. Using and abusing our tax payer money to support abortion is not only a crime, it is not moral, it is against God's will. Our nation is found by God and God's people. In God we trust and we are one nation under God. REPENT now and TURN from your wicked ways, stop abusing our public money for abortion. NOT all people want to use tax dollars to murder babies! You have laws to protect animals, cruelty to kill animals, but you would support murdering unborn little human beings. The blood is on your hands if you continued to murder our future leaders.

If you continued to support Antifa (The Department of Homeland Security formally classified Antifa's activities as "domestic terrorist violence," according to [interviews and confidential law enforcement documents obtained by Politico](#)) and Black Lives Matter (<https://rumble.com/vauw4j-chinese-communist-party-ties-to-black-lives-matter.html>) groups and their activities for hate crimes, lootings and riots, you are part of the Communism organized crimes. You are a criminal by definition of hate crime and thugs. Who are the people behind Antifa and Black Live Matters? So much hates? Why San Francisco Public Officials supporting hate, lootings and riots? <https://www.youtube.com/playlist?list=PLDdNgBAqAt2l-1zUjVPuyMM4S1cTQCIM> Why San Francisco officials kneeled down to criminals? Something is NOT right about this picture? Unless you corrupted the system and already sold out San Francisco for communism agenda, otherwise you will stand up for our city, a city of love <https://www1.cbn.com/cbnnews/us/2020/june/want-to-see-what-happens-when-you-defund-the-police-heres-the-devastating-and-deadly-impact>

Today, I am asking each and every one of you if you can re-create and reinforce the law to protect our public, restore law and order, turn from the wicked ways, re-create public policies that are good and have moral standard for people, so we can re-gain our quality of life back. In God we trust and we are one nation under God. We are one city under God. Thank you.

May God bless San Francisco and God bless each one of your hearts.

Ellen Lee Zhou, District 9 Resident

For identification purpose

Member of Revival San Francisco

Behavioral Health Clinician for San Francisco Public Health

Mayoral Candidate June 2018 / November 2019

California Civil Grand Jury Member – San Francisco Chapter

cc:

San Francisco Police

Revival San Francisco

San Francisco Community Empowerment Center

San Francisco Coalition for Good Neighborhoods

Center for American Liberty

Pacific Justice Institute

American Center for Law and Justice

Media

October 17, 2020 1:35:46 pm

herdelephants.com/black-trump-supporter-attacked-by-antifa-blm-at-san-francisco-free-speech-rally-free-speech-rally-canceled-by-violent-rioters



Redirect Notice

• October 17, 2020 2:07 pm
abc7news.com/society/tensions-rise-after-free-speech-rally-turns-violent-in-sf/7104894

• October 17, 2020 3:04:36 pm
breitbart.com/law-and-order/2020/10/17/watch-woman-wearing-u-s-flag-shirt-mobbed-near-san-francisco-antifa-protest

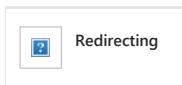
- October 17, 2020 3:54 pm
thepostmillennial.com/antifa-mob-assault-black-free-speech-activist-in-san-francisco

- October 17, 2020 4:41:16 pm
breitbart.com/law-and-order/2020/10/17/watch-antifa-mob-attacks-pro-trump-free-speech-rally-at-twitter-hq

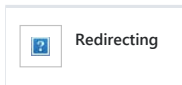
- October 17, 2020, 05:08 pm
oregonlive.com/nation/2020/10/conservative-rally-in-san-francisco-falls-apart-after-surge-by-counterprotest.html

- October 17, 2020 6:50 pm
foxnews.com/us/free-speech-rally-marred-by-violence-as-counterprotesters-storm-event

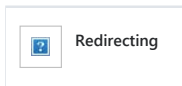
- October 17, 2020 9:06 pm
theepochtimes.com/people-marching-with-antifa-group-attack-conservatives-at-rally-against-big-tech_3542911.html



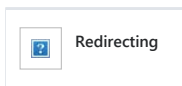
- October 17, 2020, 9:52 pm
usnews.com/news/politics/articles/2020-10-17/conservatives-staging-free-speech-rally-attacked-by-critics



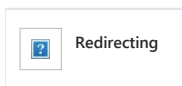
- October 17, 2020 10:21:40 pm
news.yahoo.com/conservatives-staging-free-speech-rally-222140156.html



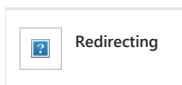
- October 17, 2020 10:40 pm
thegatewaypundit.com/2020/10/video-black-trump-supporter-viciously-beaten-san-francisco-free-speech-rally-sucker-punched-teeth-knocked



- October 17, 2020 11:45 pm
nbcbayarea.com/news/local/free-speech-rally-twitter-protest-in-san-francisco/2382060

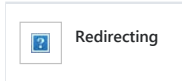


- October 17, 2020
michaelsavage.com/watch-joe-biden-is-antifa-just-an-idea-black-free-speech-marcher-teeth-knocked-out-by-counterprotesters

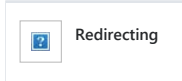


- October 17, 2020

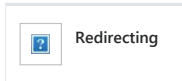
michaelsavage.com/sf-hatepaper-calls-antifa-critics-after-they-volently-assault-trump-supporters-and-assault-police



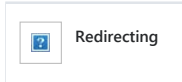
- October 18, 2020 1:52:25 am
apnews.com/article/san-francisco-214a90e5d88c255a8682ecf126a31b92



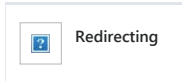
- October 18, 2020 2:41 am
nypost.com/2020/10/18/san-francisco-free-speech-rally-attacked-by-counter-protestors



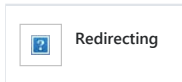
- October 18, 2020 10:06 am
abc6.com/conservatives-staging-free-speech-rally-attacked-by-critics



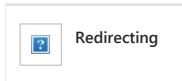
- October 18, 2020 10:57:54 am
breitbart.com/law-and-order/2020/10/18/antifa-knocks-out-black-mans-teeth-for-holding-free-speech-rally-while-calling-him-n-word



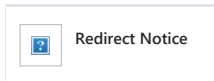
- October 18, 2020 2:14 pm
zerohedge.com/political/still-think-idea-san-francisco-free-speech-marchers-police-violently-attacked-antifa



- October 18, 2020 8:14 pm
dailymail.co.uk/news/article-8851799/Violence-erupts-San-Francisco-Trump-supporters-counter-protesters-clash.html



- October 19, 2020
banned.video/watch?id=5f8e0f8efecada1524c1bc2e



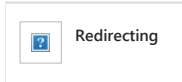
- October 19, 2020
censored.tv/watch/shows/get-off-my-lawn/episode/s03e26-worst-show-ever



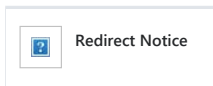
- October 19, 2020 7:00 am
sanfrancisco.cbslocal.com/2020/10/19/uneasy-tensions-mount-during-san-francisco-free-speech-protest



- October 19, 2020 8:50 pm
reclaimthenet.org/big-tech-bans-philip-anderson-free-speech-rally-organizer



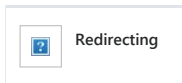
- October 19, 2020 10:25 PM
mikehuckabee.com/latest-news?id=025DFFE8-4529-4304-BAA0-CE2E1416C47D



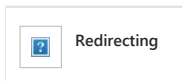
- October 19, 2020 11:00 pm
abc7news.com/free-speech-rally-san-francisco-proud-boys-tech-protest-un-plaza/7170949



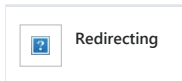
- October 20, 2020 8:02 am
thepostmillennial.com/blm-activist-charged-with-hate-crime-over-assault-of-black-conservative-in-san-francisco



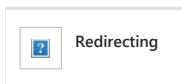
- October 20, 2020 6:09 pm
sfexaminer.com/news/suspect-charged-with-assault-for-allegedly-punching-free-speech-rally-organizer



- October 21, 2020
humanevents.com/2020/10/21/free-speech-activist-attacked-in-sf-now-faces-same-censorship-he-was-rallying-against



- October 25, 2020 7:20 am
thepostmillennial.com/assaulted-black-free-speech-activists-gofundme-for-medical-costs-taken-down-by-blm-mob



- October 25, 2020
dailywire.com/news/gofundme-shuts-down-drive-to-fix-protest-organizers-teeth-after-alleged-antifa-attack-donations-refunded





humanevents.com/2020/10/26/free-speech-activist-phillip-anderson-once-again-denied-free-speech

"If my people, who are called by my name, will humble themselves and pray and seek my face and turn from their wicked ways, then will I hear from heaven and will forgive their sin and will heal their land" (2 Chronicles 7:14)
Thank you and may God bless San Francisco Public Servants.

Ellen Lee Zhou, District 9 Resident

For identification purpose

Member of Revival San Francisco

Behavioral Health Clinician for San Francisco Public Health

Mayoral Candidate June 2018 / November 2019

California Civil Grand Jury Member – San Francisco Chapter

cc:

San Francisco Police

Revival San Francisco

San Francisco Community Empowerment Center

San Francisco Coalition for Good Neighborhoods

Center for American Liberty

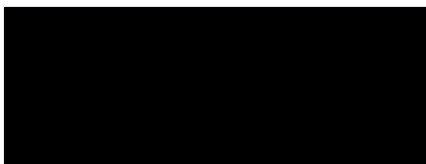
Pacific Justice Institute

American Center for Law and Justice

The fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law. (Bible--- Galatians 5:22,23)

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[#TeamSaveAmerica San Francisco Rally 2020](#)



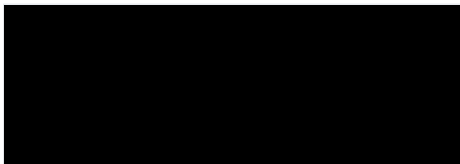
#TeamSaveAmerica San Francisco Rally 2020



[1:09NOW PLAYING](#)

San Francisco Antifa going Haywire Throwing barriers around absolute mayhem #Antifa #SF

[Patriot News](#)



San Francisco Antifa going Haywire Throwing barriers around absolute may...

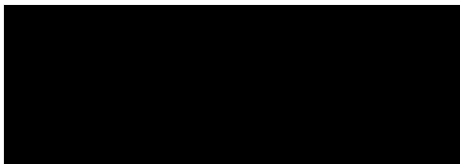
2



[23:24NOW PLAYING](#)

Free speech rally underway at San Francisco's UN Plaza -- WATCH LIVE

[ABC7 News Bay Area](#)



Free speech rally underway at San Francisco's UN Plaza -- WATCH LIVE

3



[1:06NOW PLAYING](#)

San Francisco Antifa UNHINGED #Antifa #SF
[Patriot News](#)



San Francisco Antifa UNHINGED #Antifa #SF

4



[1:02:46NOW PLAYING](#)

Free Speech Rally In San Francisco #TeamSaveAmerica
[Black Rebel](#)



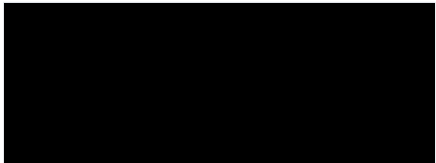
Free Speech Rally In San Francisco
#TeamSaveAmerica

5



[5:55NOW PLAYING](#)

Raw Video: Free Speech Rally in San Francisco
[KPIX CBS SF Bay Area](#)



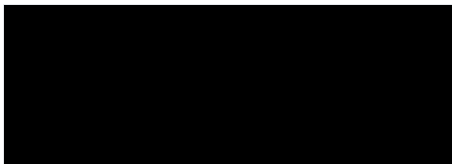
Raw Video: Free Speech Rally in San Francisco

6



[1:26NOW PLAYING](#)

Antifa knocking out front teeth in San Francisco.
[Joey Gibson Patriot Prayer USA](#)



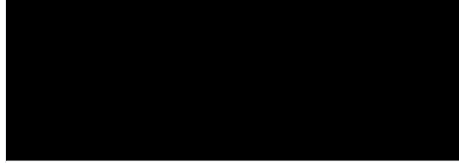
Antifa knocking out front teeth in San Francisco.

7



[1:08:13NOW PLAYING](#)

LIVE: ANTIFA Counter-Protesters at Team Save America Rally in San Francisco
[Wes Daily](#)



LIVE: ANTIFA Counter-Protesters at Team Save America Rally in San Fra...

8



[1:06NOW PLAYING](#)

Today's protest in San Francisco
[Daesh Hunter](#)



Today's protest in San Francisco

9



[0:46NOW PLAYING](#)

Antifa in SF goes BALLISTIC on Riot Clad Police #Antifa #SF #Police
[Patriot News](#)



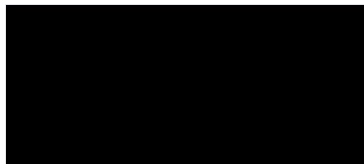
Antifa in SF goes BALLISTIC on Riot Clad Police
#Antifa #SF #Police

10



[3:01NOW PLAYING](#)

BLACK MAN ATTACKED BY AN IDEA
[Michael Maus](#)



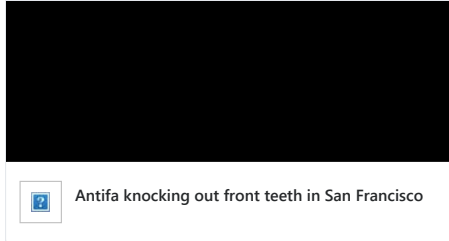
BLACK MAN ATTACKED BY AN IDEA

11



1:26NOW PLAYING

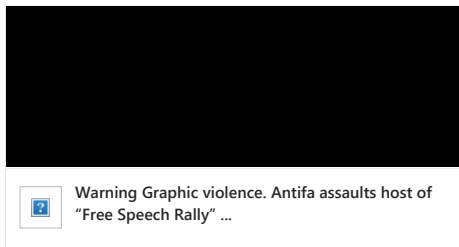
Antifa knocking out front teeth in San Francisco
[jreenterprise](#)



12

0:32NOW PLAYING

Warning Graphic violence. Antifa assaults host of "Free Speech Rally" in San Francisco.
[AflakNewsHD](#)



13

11:54:59NOW PLAYING

Live Protest/Riot Coverage Non-Commie Chat
[Livestreams FromTexas](#)



14

2:03NOW PLAYING

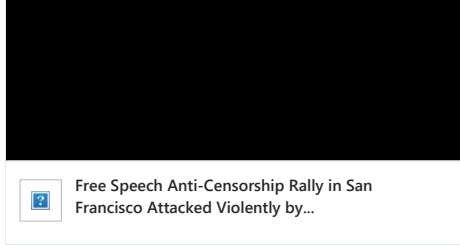
San Francisco Chaos Large Twitter Protest Police Push Protesters Back
[Helix Maxter](#)



15

1:20NOW PLAYING

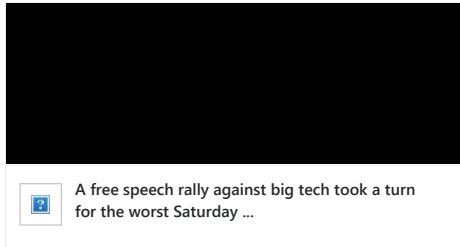
Free Speech Anti-Censorship Rally in San Francisco Attacked Violently by Antifa Counter Protesters
[Trent Bridges](#)



16



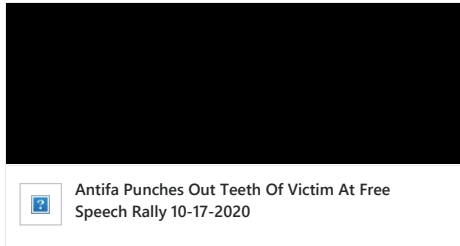
A free speech rally against big tech took a turn for the worst Saturday in San Francisco when hundre
[Health Care Online](#)



17



Antifa Punches Out Teeth Of Victim At Free Speech Rally 10-17-2020
[DuckHK](#)



18



Antifa attacks black man, knocks his teeth out
[Atonio Vasquez](#)



19



COPS forced to INTERVENE as Antifa SURROUNDS and THREATENS us in SF. Escorted in Police Vehicle
[Hidden Americans](#)

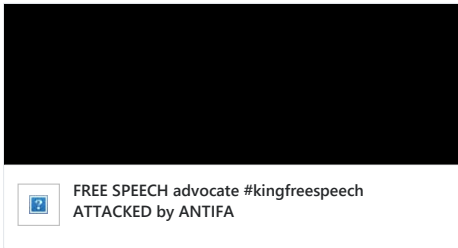


20



[2:25NOW PLAYING](#)

FREE SPEECH advocate #kingfreespeech ATTACKED by ANTIFA
[solidXstate](#)

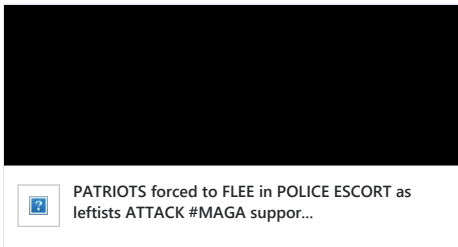


21



[1:25NOW PLAYING](#)

PATRIOTS forced to FLEE in POLICE ESCORT as leftists ATTACK #MAGA supporters in SF
[Hidden Americans](#)



22



[3:29NOW PLAYING](#)

Black Man Brutally Assaulted By Antifa
[The M Wire](#)



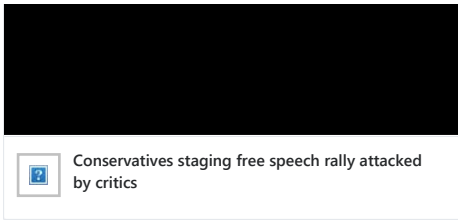
23



[0:09NOW PLAYING](#)

Conservatives staging free speech rally attacked by critics
[Jackson durai](#)



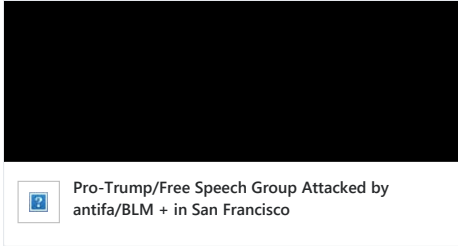


24



[3:18NOW PLAYING](#)

Pro-Trump/Free Speech Group Attacked by antifa/BLM + in San Francisco
[BoogieFinger](#)

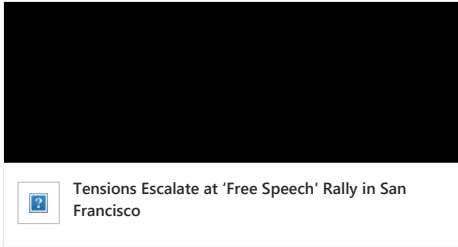


25



[2:51NOW PLAYING](#)

Tensions Escalate at 'Free Speech' Rally in San Francisco
[NBC Bay Area](#)

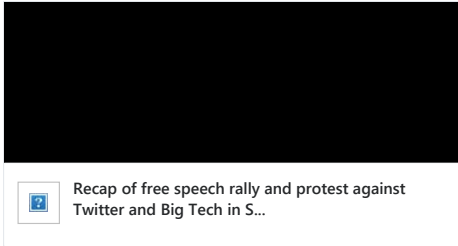


26



[5:06NOW PLAYING](#)

Recap of free speech rally and protest against Twitter and Big Tech in San Francisco
[ABC7 News Bay Area](#)



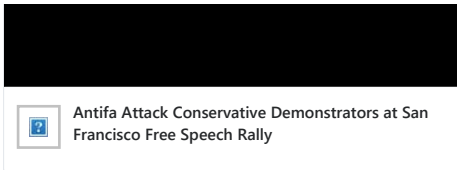
27



[7:42NOW PLAYING](#)

Antifa Attack Conservative Demonstrators at San Francisco Free Speech Rally
[American Patriot 2020](#)



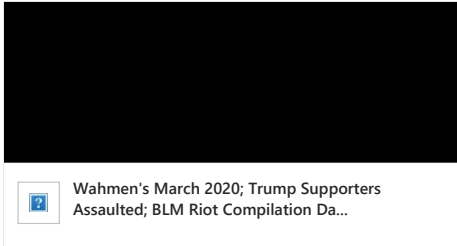


28



[12:02NOW PLAYING](#)

Wahmen's March 2020; Trump Supporters Assaulted; BLM Riot Compilation Day 153
[The Colored Conservatives](#)



29



[9:30:33NOW PLAYING](#)

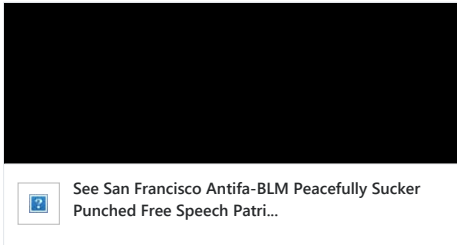
LIVE Day 143 Protests Riots | LA, Seattle, San Francisco, Portland
[Reclaiming The Masses](#)

30



[1:15NOW PLAYING](#)

See San Francisco Antifa-BLM Peacefully Sucker Punched Free Speech Patriot Knocking His Teeth Out
[Youtube News](#)



31



[1:55NOW PLAYING](#)

A Crowd of ANTIFA Joe Biden Supporters Attack A Black Man
[SnowWhalez](#)



32



[57:11NOW PLAYING](#)

Antifa in San Francisco
[Crowman17](#)



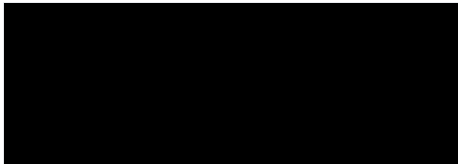
Antifa in San Francisco

33



[13:14NOW PLAYING](#)

Trump supporters ambushed by ANTIFA San Francisco - Black man had teeth knocked out - Disgrace
[PES Beats & News Reviews](#)



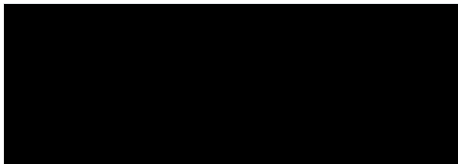
Trump supporters ambushed by ANTIFA San Francisco - Black man had teeth ...

34



[1:25NOW PLAYING](#)

Left Wing Protestors Violently Attacks Black Man and Calls Him Slurs
[Garry Jones](#)



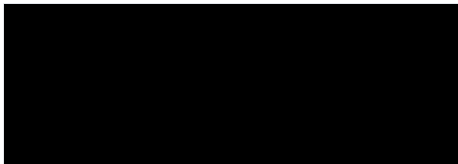
Left Wing Protestors Violently Attacks Black Man and Calls Him Slurs

35



[0:41NOW PLAYING](#)

Conservatives staging free speech rally attacked by critics
[Buzz News](#)



Conservatives staging free speech rally attacked by critics

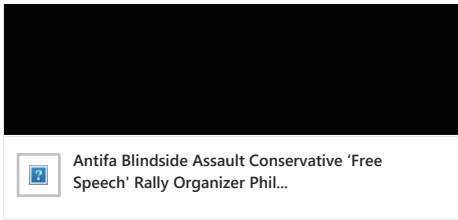
36



[1:26NOW PLAYING](#)

Antifa Blindside Assault Conservative 'Free Speech' Rally Organizer Philip Anderson in San Francisco
[Grabien](#)





37



[1:55NOW PLAYING](#)

ANTIFA Knocks Out TEETH AT FREE SPEECH RALLY in San Francisco
[Daily Theology](#)

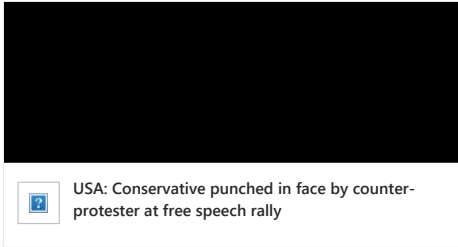


38



[2:59NOW PLAYING](#)

USA: Conservative punched in face by counter-protester at free speech rally
[Ruply](#)



39



[0:32NOW PLAYING](#)

ANTIFA attacks Free Speech Leader
[Man, State and Memetics](#)




40



[0:55NOW PLAYING](#)

BLM, Antifa violently crash San Fran free speech rally, sending organizer to hospital
[Buzz News](#)




 BLM, Antifa violently crash San Fran free speech rally, sending organize...

41



[13:30NOW PLAYING](#)

Antifa attacks Black Free Speech Conservative
[Leah Love OnLine](#)


 Antifa attacks Black Free Speech Conservative

42



[2:02NOW PLAYING](#)

PROTEST VIOLENCE: Conservative group attacked during San Francisco Free Speech Rally
[KPIX CBS SF Bay Area](#)


 PROTEST VIOLENCE: Conservative group attacked during San Francisco Free ...

43



[3:34NOW PLAYING](#)

Tensions rise after free speech rally turns violent in San Francisco
[ABC7 News Bay Area](#)

 Tensions rise after free speech rally turns violent in San Francisco

44



[2:54NOW PLAYING](#)

"Is Antifa Just An Idea Joe Biden?" FREE SPEECH RALLY ATTACKED BY ANTIFA!
[Olin Live](#)



"Is Antifa Just An Idea Joe Biden?" FREE SPEECH RALLY ATTACKED BY ANTIFA!

45



4:12NOW PLAYING

Antifa Protesters Attack Phillip Anderson and Knock Out his Front Tooth
[Op-Ed Daily](#)



Antifa Protesters Attack Phillip Anderson and Knock Out his Front Tooth

46



1:47NOW PLAYING

Philip Anderson Assaulted By Antifa
[Dog and Chicken Show](#)



Philip Anderson Assaulted By Antifa

47



0:36NOW PLAYING

Far-left (ie Antifa), attack conservatives in San Francisco
[Guardians of Liberty](#)



Far-left (ie Antifa), attack conservatives in San Francisco

48



3:35NOW PLAYING

Antifa Strike Again - Punched African American #racist SHARE - SHARE
[John Donne Show](#)



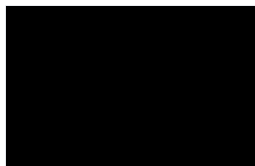
Antifa Strike Again - Punched African American
#racist SHARE - SHARE

49



2:55NOW PLAYING

Antifa Is Just An Idea
[Memology 101](#)



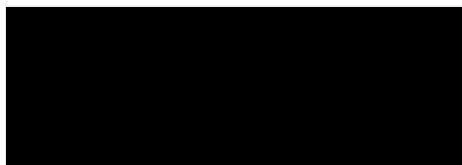
Antifa Is Just An Idea

50



0:40NOW PLAYING

Yesterday's San Fran protest shows Antifa attack a black Trump supporter!
[AllThings](#)



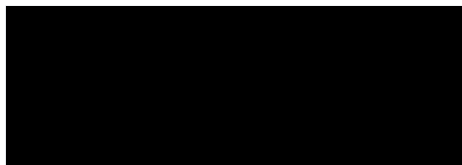
Yesterday's San Fran protest shows Antifa attack
a black Trump supporter!

51



40:56NOW PLAYING

In Libtarded San Francisco Free-Speech Marchers, Police Violently Attacked By Antifa!!!
[LeoLyonZagamiChannel](#)



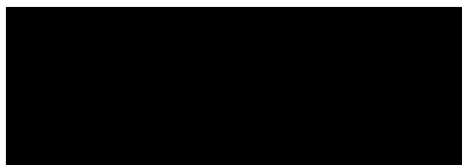
In Libtarded San Francisco Free-Speech
Marchers, Police Violently Attack...

52



2:10NOW PLAYING

Philip Anderson assaulted by Antifa at Free Speech event
[LGD 4033](#)



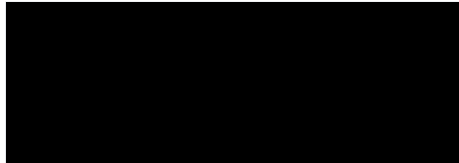
Philip Anderson assaulted by Antifa at Free
Speech event

53



[2:20NOW PLAYING](#)

Antifa Assaults Free Speech Rally Speakers and Attendees 10/17/20 San Francisco October 17th 2020
[Chester Belloc](#)



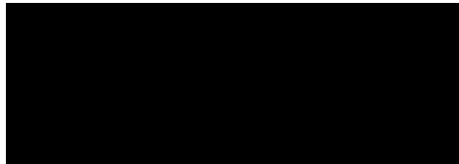
Antifa Assaults Free Speech Rally Speakers and Attendees 10/17/20 San Fr...

54



[0:30NOW PLAYING](#)

THIS CHANNEL HAS BEEN BLOCKED FOR TWO WEEKS: Ei Joe Biden do you still think Antifa is an Idea?
[LeoLyonZagamiChannel](#)



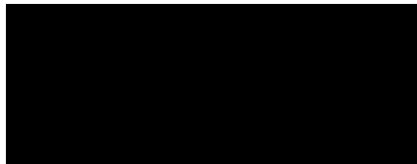
THIS CHANNEL HAS BEEN BLOCKED FOR TWO WEEKS: Ei Joe Biden do you still t...

55



[0:54NOW PLAYING](#)

Black Man Attacked For Being Conservative



Black Man Attacked For Being Conservative

The fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law. (Bible--- Galatians 5:22,23)

Please note: This email may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intent person/people/parties receiving this email, please delete all contents and notify this sender. Your response is greatly appreciated. Thank you. Ellen Lee Zhou

On Wednesday, October 21, 2020, 01:54:56 PM PDT, Terry C <repealbagfee@gmail.com> wrote:

Dear Chief Scott, SFPD and Mayor:

There is a mis-identification on who punched Free Speech organizer Philip Anderson damaging his 2 front teeth.

According to the video, it is the bald (Asian?) guy with "161 Crew" tee shirt.

Not Adroa Anderson, who probably was with BLM and was probably filming the scene. Adroa probably made Tshirt for BLM organizations.

Please see the 2nd video clip on the lower part of this ABC page:

<https://abc7news.com/7196991/>

According to the article:

"The suspect, 35-year-old Adroa Anderson, lists Watsonville as his home, as confirmed by the The San Francisco Police Department and DMV records obtained by the I-Team."

xxxx

And based on some tweets on Twitter as enclosed here, they confirm that "161 Crew" is an ULTRA-Violent Antifa from Manchester (England) to Spain. They are from Europe.

Billionaire George Soros bankrolled 70,000 young protestors in Yugoslavia in 1990. Armed with AK 47 and molotov cocktails, they took down dictator Milosevic.

In Georgia, hours after people-elected President Eduard Shevardnadze declared victory, Soros' control radio with FAKE exit poll claimed that the election was rigged. Thousands of his protestors took the streets. President Shevardnadze did not want a civil war, with little choices, he resigned.

Soros has "fixed" more than a dozen Eastern European countries previously ruled by communist Soviet in 1990s -2000s. He has plenty of knowledge in REVOLUTIONARY PROCESS. He has the money. And he is COMMITTED to his OPEN SOCIETY idea for decades. He has 30 plus Open Society Foundations all over Europe and Central Asia. And he funds BLM Global.

Soros's protestors are here. We need to be prepared.

Sincerely,
Terry Chong
SF concerned resident

14

To the Editor:

I read with interest Dr. Reza Shirazi's article "University of California's disservice to the Bayview Hunters Point community." Dr. Shirazi interviewed me for this article and made me aware that I had unintentionally misrepresented my relationship with Lennar regarding asbestos dust levels during the grading of Parcel A as an early step in residential development at the former Hunters Point Naval Shipyard. I was asked by the San Francisco Department of Public Health and the California Department of Public Health to provide advice about the issue of asbestos dust generation during Parcel A construction in 2006-2007. I said at a public meeting on 1/28/2020 that I had not been paid for this consulting work. When I made that statement, I did not remember that the UCSF Division of Occupational and Environmental Medicine had been reimbursed for the time I spent on this work. I now want to make a sincere apology to the Bayview/Hunters Point community and to Dr. Ahimsa Porter Sumchai in particular for my mistake in making the incorrect statement at the January meeting that Dr. Shirazi reported on in his recent article. I respect Dr. Sumchai's deep commitment to address the environmental injustice that the Bayview Community has experienced over many decades.

John R. Balmes, MD

Professor of Medicine, UCSF

Professor of Environmental Health Sciences, School of Public Health, UC Berkeley

Subject: Resolution No. **79-25A1**

In Opposition to Lennar Corporation's Hunters Point Naval Shipyard Development and In Support of the Community's Demand for a Temporary Stoppage and an Independent Health and Safety Assessment to Protect Our Students and Their Families

- Commissioners Eric Mar and Kim-Shree Maufas

WHEREAS: Patterns of environmental racism, inequity and injustice exist within San Francisco, where schools in communities like Bayview Hunters Point bear the brunt of environmental health problems; and

WHEREAS: Since October 2006, when a young worker blew the whistle on Lennar Corporation's Hunters Point Naval Shipyard development, large numbers of students, teachers, educators, workers, and families of the Bayview Hunters Point area have been voicing their concerns about the construction-related dust at the Hunters Point Shipyard site and the dangerous health impact that the dust and toxics in it, including asbestos, heavy metals and other inorganics, are having on our SFUSD students, staff and members of the community; and

WHEREAS: Lennar Corporation is a Florida-based Fortune 500 company which reportedly had revenues of \$16.3 billion in 2006 from development projects throughout the country like the 1500-unit condominium development planned for Hunters Point; and

WHEREAS: Lennar Bayview Hunters Point LLC was involved in large scale grading that reportedly caused untold amounts of toxic dust and Asbestos Structures to migrate over its boundary and into areas where children and families live, work and play; and

WHEREAS: In response to these health dangers and concerns, a broad grassroots coalition of Bayview Hunters Point and social justice community organizations has been demanding a temporary stoppage in Lennar Corporation's construction so that an independent health assessment can be conducted; and

WHEREAS: There has been a history of problems with implementing the City's dust-mitigation plan since the soil grading and disposal process began that has included: an absence of air monitoring for the first four months of the project during heavy grading; malfunctioning air monitors; a Notice of Violation from the Air Quality Management District; and when the monitors started working, routine exceedances of the agreed-upon allowance of asbestos prevalence in the air – 16,000 structures per cubic meter [SF Department of Health Regulations, Article 31] including 9 exceedances in June alone; and very poor communication of these exceedances to adjacent neighbors; and

WHEREAS: Numerous studies have documented that Bayview Hunter's Point and other communities in Southeast San Francisco are overburdened with the cumulative impacts of a multitude of environmental health threats that impact the health and well-being of children and other residents who are overwhelmingly African American and other people of color. These impacts include exposure to toxic air pollution, carcinogens, and other inorganic substances from industrial facilities, power plants, sewage treatment and solid and hazardous waste facilities and diesel particulate from trucks, trains and other vehicles. Additionally, these impacted children and residents are more vulnerable to environmental toxics due to their limited access to quality health care and healthy foods and other social and cultural factors. And, this disproportionate impact has a damaging effect on our students academic achievement and opportunities for success in school and in their lives; and

WHEREAS: San Francisco public schools such as Malcolm X Academy, George Washington Carver, Bret Harte, and Dr. Charles Drew College Prep Academy, other schools, childcare centers, and playgrounds are in the immediate vicinity of the Lennar development site; and

WHEREAS: Three African American employees of Lennar Corporation filed a whistle blower lawsuit in SF Superior Court on March 16, 2007, alleging that they suffered retaliation after reporting asbestos dust exposure and racial discrimination and that the company failed to contain asbestos dust while drilling into the Shipyard site, endangering the local community, including the school children of the neighboring Muslim University; and

WHEREAS: The World Health Organization reports that there is no evidence for a threshold for the carcinogenic effect of asbestos and that increased cancer risks have been observed in populations exposed to very low levels of asbestos; However, there are tests for lead, chromium, radon, arsenic, etc., which are toxic chemicals that are present in the dirt on the affected site; and

WHEREAS: The 'Precautionary Principle' has been adopted by a growing number of cities, including San Francisco, as well as the Los Angeles Unified School District, as a proactive approach to promote the safest, lowest risk approach to protecting people's health, the environment, and property; and

WHEREAS: The Precautionary Principle as adopted by the City and County of San Francisco includes the following "essential elements:"

1. Anticipatory Action: There is a duty to take anticipatory action to prevent harm. Government, business, and community groups, as well as the general public, share this responsibility.
2. Right to Know: The community has a right to know complete and accurate information on potential human health and environmental impacts associated with the selection of products, services, operations or plans. The burden to supply this information lies with the proponent, not with the general public.

In Opposition to Lennar Corporation's Hunters Point Naval Shipyard Development and In Support of the Community's Demand for a Temporary Stoppage and an Independent Health and Safety Assessment to Protect Our Students and Their Families

Commissioners Eric Mar and Kim-Shree Maufas

3. Alternatives Assessment: An obligation exists to examine a full range of alternatives and select the alternative with the least potential impact on human health and the environment including the alternative of doing nothing.
4. Full Cost Accounting: When evaluating potential alternatives, there is a duty to consider all the reasonably foreseeable costs, including raw materials, manufacturing, transportation, use, cleanup, eventual disposal, and health costs even if such costs are not reflected in the initial price. Short-and long-term benefits and time thresholds should be considered when making decisions.
5. Participatory Decision Process: Decisions applying the Precautionary Principle must be transparent, participatory, and informed by the best available information. (City of San Francisco, Precautionary Principle Ordinance, Section 101, August 2003,

THEREFORE BE IT RESOLVED: That the Board of Education of the San Francisco Unified School District believes that the Precautionary Principle as adopted by the City and County of San Francisco requires ~~them the Mayor Gavin Newsom, the Redevelopment Agency, Department of Public Health, Board of Supervisors, and other agencies accountable to our communities~~ to take "anticipatory action" to prevent harm and through exploration and careful analysis of courses of action in order to present the least threat to the students, families and staff of the schools in the vicinity of the Hunters Point development; and

BE IT FURTHER RESOLVED: That the Board of Education of the San Francisco Unified School District calls on the ~~City Mayor, Board of Supervisors, Redevelopment Agency, Department of Public Health and other relevant City agencies~~ to require an immediate halt of Lennar Corporation's development of Parcel A in the Hunter's Point Shipyard until an immediate and independent health and safety assessment can be conducted in ~~coordination~~ **cooperation** with the Superintendent and the School District's School Health Programs Office and relevant community organizations and City task forces like the SF Asthma Task Force; and

~~**BE IT FURTHER RESOLVED:** That the Board directs the Superintendent to coordinate with City officials to ensure the health of our students and their families in the affected area and report back to the full Board with an environmental safety action plan and timelines to ensure the safety of our students and their families no later than the Board's October 23rd meeting.~~

In Opposition to Lennar Corporation's Hunters Point Naval Shipyard Development and In Support of the Community's Demand for a Temporary Stoppage and an Independent Health and Safety Assessment to Protect Our Students and Their Families
Commissioners Eric Mar and Kim-Shree Maufas

FURTHER BE IT RESOLVED: That the Board of Education of the San Francisco Unified School District hereby urges the City and County of San Francisco to make available to the public and to the San Francisco Unified School District, the results of any independent analysis including the recently completed analysis by the Centers for Disease Control (CDC) and the Environmental Protection Agency (EPA), as well as any concerns raised through these studies of environmental issues at this site, and

BE IT FURTHER RESOLVED: That the Board of Education requests that the Superintendent and staff of the San Francisco Unified School District work with the City to draft an agreement that would require the City and County to notify and consult with the San Francisco Unified School District regarding any major construction in proximity to SFUSD school sites.

OLD LANGUAGE STRICKEN OUT. **NEW LANGUAGE IN BOLD.**

9/25/07



San Francisco City and County
Department of Public Health
Environmental Health Section

Gavin Newsom, Mayor
Mitchell H. Katz, *Director of Health*

Rajiv Bhatia, M.D., M.P.H.
Director of Environmental Health

October 9, 2007

Dr. Rick Kreutzer
Chief Environmental Health Investigations Branch
Division of Environmental and Occupational Disease Control
California Department of Public Health
850 Marina Bay Parkway, Building P, Third Floor
Richmond, CA 94804

Dear Dr. Kreutzer:

On September 20, 2007, the San Francisco Department of Public Health received your assessment of hazards associated with development at Hunters Point Shipyard Parcel A in a letter from California Department of Public Health (CDPH) to the Agency for Toxic Substances Disease Registry (ATSDR). At the same time, we also received ATSDR's concurring letter.

The Department of Public Health deeply appreciates your agency's detailed review of the available air monitoring data as well as the many supportive recommendations for optimizing control of airborne dust and asbestos. We share your frank assessment of the limitations of human exposure and risk assessment in this situation, yet we are also heartened by your judgment that the risks of serious asbestos-related health impacts for community residents from development at Parcel A are likely to be low on a personal level even if those exposures were to have occurred over seven years. We also concur with your conclusions that radiological testing of residents for asbestos exposures is not recommended and blood tests for asbestos exposures do not exist.

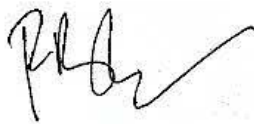
Most important, we agree that the primary goal for environmental health is preventing exposure to hazards. We believe that the pro-active regulatory controls established by the Bay Area Air Quality Management District (BAAQMD) and the San Francisco Department of Public Health (SFDPH) both for naturally occurring asbestos and nuisance dust were developed to achieve precautionary and environmental justice ends. When adopted, these regulations clearly recognized asbestos from natural sources as a potential health hazard. We take very seriously our responsibility to critically review and optimize our pro-active regulatory scheme on an ongoing basis. The recommendations you have provided to us in this regard will be invaluable.

As you know, major earthmoving activities at Parcel A have ceased, and the soil on a large section of the parcel is now stabilized. Still, SFDPH has begun to move forward with a number of the CDPH recommendations anticipating ongoing development activities at the Shipyard.

At this point, we would like to share an early status report on all the CDPH recommendations (See attached table). You will note that we have already implemented some of the recommendations CDPH made in whole or part. In the near future, we would hope to take advantage of your expertise on specific technical questions.

Again, please accept my personal thanks for all of the efforts you and your staff have made on behalf of the health of San Francisco residents. Do not hesitate to contact me at 415-252-3931 if you would like to discuss the status of our efforts or if you have additional recommendations to provide.

Sincerely,

A handwritten signature in black ink, appearing to read 'Rajiv Bhatia', with a long horizontal stroke extending to the right.

Rajiv Bhatia, MD, MPH
Medical Director, Occupational and Environmental Health

Cc: Tom Sinks, ATSDR
Susan Muza, ATSDR
Amy Brownell, SFDPH
Mitch Katz, SFDPH
John Balmes, UCSF

Attachment

Status of California Department of Public Health Recommendations for Asbestos and Nuisance Dust Control at Parcel A at Hunters Point Shipyard

CDPH recommendation (September 20 th , 2007):	Status (October 9, 2007)
<p>SFDPH should assign a person to continuously monitor dust production and dust abatement activities during working hours. This is an important way to prevent both dust and asbestos exposures. Essential to this recommendation is that the assigned person not only observes but has the authority to alter activity on the site based on his/her observations.</p>	<p>We agree with benefit of direct agency observation of regulatory compliance. SFDPH routinely conducts regular unannounced random site inspections to verify compliance with the Dust Control Plan, and inspectors have had the power to alter activity and stop work at the site if they observe violations of the Dust Control Plan. A recent violation of the plan resulted in a two day suspension of work activities. SFDPH has not observed dust plan violations in the vast majority of observations in the current year and no current year dust complaints from the public have been verified on inspection. Nevertheless, because continuous SFDPH presence might provide some benefit over random inspections, SFDPH will explore the mechanisms available to us for employing a full-time dust inspector while Lennar is conducting dust generating activities.</p>
<p>The assigned person should promptly report to the public on what is observed and what is done as a result of the above-mentioned monitoring activities.</p>	<p>We agree with the need for more timely public communication. SFDPH has created a website for Hunters Point development that includes: frequently asked questions; resources and referral information; the dust control plan; and Notices of Violation. Future plans are to update the status of development activities on a weekly or monthly basis. The SFDPH Hunter's Point website is accessible at: http://www.dph.sf.ca.us/eh/hunterspoint/Index.htm</p>

<p>Explore additional dust control procedures such as misting at the fence line, tarping the fence, adding an on-site meteorological station, stopping activity that generates dust if winds are 15 miles per hour or more, or tarping grounds where no activity is occurring for seven days or more. It is recommended that the developer engage someone with expertise in dust control to specifically define additional mechanisms to achieve better mitigation and dust suppression.</p>	<p>We agree that all of the listed dust control methods merit consideration and evaluation. Lennar has maintained an on-site meteorological station since the inception of the project. (See: http://clients2.engeo.com/weather/hunterpoint/) In addition, Lennar as already installed misting systems and tarping of the fence line for many areas of the site - including many, if not all, the areas adjacent to residents. We will verify these efforts and whether additional areas would merit misting or tarping. We will explore the other listed dust control procedures. Finally, SFDPH recently obtained a complete copy of historical data (temperature, humidity, wind direction, wind speed and other parameters) from the weather station and we are conducting an analysis to determine if there are any correlations between meteorological data and asbestos results at the site.</p>
<p>Air monitoring equipment on-site and in the community should be used to evaluate the effectiveness of added measures. If ongoing exceedances occur, then more measures should be adopted.</p>	<p>We agree with this recommendation. We have used in the past and will continue to use the air monitoring equipment to evaluate dust control measures. We have also, in the past, revised our dust control plans and requirements for the developer based on regulatory history. We expect to continue to use this adaptive approach in the future.</p>
<p>To assist the SFDPH assigned inspector in evaluating the current Dust Control Plan, the contractor should conduct real-time dust monitoring using appropriate equipment for respirable dust (PM-10) at several locations, co-located with asbestos sampling (SFDPH and BAAQMD). SFDPH should use information from monitors during the day to identify activities which are generating PM 10 and alter activity to reduce its generation. As explained</p>	<p>We agree with the recommendation about co-locating dust and asbestos monitoring equipment. According to our records, several of the particulate dust monitors are already co-located with several of the asbestos sampling stations. We will evaluate co-locating some of the other sampling stations. Our consultants reviewed your concerns about use of the particulate monitoring equipment and concluded the current equipment was appropriate for perimeter monitoring. We</p>

below, there are validity problems with the currently used monitoring equipment.	are considering installation of alternative monitoring equipment on an experimental basis in order to do a side by side comparison with the current monitors. We will also investigate further with the BAAQMD and other experts to see if there is agreement on the optimal choice of equipment.
Include the community monitors, especially HV-7, HV-8 and HV-9, in the official asbestos monitoring plan, as regulated by the BAAQMD. These monitors, along with the on-site monitors, create better coverage of the perimeter of such a large parcel (BAAQMD).	We agree with this recommendation. In January 2007, SFPDH made the same request to BAAQMD. We will follow-up with them to review this issue again.
Explore ways to reduce the time lag between measuring elevated levels of naturally occurring asbestos and altering parcel activities by returning to 12-hour sampling (when samples often resulted in results the next day). Or, collect from 7 p.m. to 7 p.m., which would similarly mean a result may be available the next day. (BAAQMD for the on-site monitors; SFPDH for the community monitors). As a matter of principle, public agencies should try to be as timely in their feedback as possible. These sampling strategies will advance this goal.	We agree with this recommendation. SFPDH will be meeting with BAAQMD to review the pros and cons of 12 hour vs. 24 hour sampling and the possibility of changing the pickup time of the samples so that results can be received in time to influence the next day's activities. Please note that the samples are currently collected at 7 am and results are reported by the lab no later than 5 pm that day.



London N. Breed
Mayor

San Francisco Department of Public Health

Grant Colfax, MD
Director of Health

Tomás Aragón, MD, DrPH
Health Officer

Cover Summary

Date: March 6, 2019

From: Tomás Aragón, MD, DrPH, Health Officer

Re: Greater Bay Area Cancer Registry, University of California, San Francisco report:
“Cancer Incidence Among Residents of the Bayview-Hunters Point Neighborhood, San Francisco, California, 2008—2012”

At the request of the San Francisco Department of Public Health, the Greater Bay Area Cancer Registry (GBACR) at the University of California, San Francisco conducted a cancer incidence analysis for Bayview Hunters Point (BVHP) neighborhood for the period 2008–2012, the latest period for which reliable population and cancer estimates are available. BVHP residents have expressed concerns about cancer rates in the neighborhood because of the Hunters Point Naval Shipyard (HPNS), a U.S. Environmental Protection Agency Superfund site undergoing clean up and restoration. The GBACR evaluated 12 cancer types that, according to the American Cancer Society [1], have been linked to radiation exposures. A similar BVHP cancer analysis was conducted in 1998 for the period 1993–1995 that found no elevated cancer rates [2].

The current GBACR cancer incidence analysis compared the observed number of cancers in BVHP from 2008–2012 to the expected number of cancers if the BVHP neighborhood experienced the same cancer rates as similar neighborhoods in the Greater Bay Area nine-county region. The following cancers were evaluated for men and women: lung, colon, thyroid, myeloma, bladder, esophageal, stomach, liver, and lymphoma; and for women only: breast, uterine, and ovary.

For all cancers combined, including both men and women, there was not an excess number of cases seen in BVHP. No excess number of cancers of any type was seen in women. There was an excess number of cases of one cancer—lung cancer—in men. There were no other significant findings in men. The analysis did not study causes or risk factors, and provides no evidence of any causes of the lung cancer among men.

The GBACR analysis identified a 31% increase in lung cancer cases among men. This finding was statistically significant. Because the most common cause of lung cancer is smoking, the GBACR evaluated whether smoking rates are elevated in BVHP. According to 2016 data from the Centers for Disease Control and Prevention “500 Cities Project: Local Data for Better Health,” and included in the GBACR study, BVHP census tracts have increased smoking prevalence compared to other areas in San Francisco.

The GBACR data analysis could not address potential past or current radiation exposures, or any other potential causes or risks for the cancer cases in the BVHP from 2008-2012. The California Department of Public Health (CDPH), Radiation Health Branch recently completed a radiation health and safety scan of a specific portion of the BVHP, Parcel A at the Hunters Point Shipyard, which was transferred to San Francisco in 2004, and where residents are living in new housing developments. The CDPH concluded that there are “no radiological health and safety hazards to the residents of Parcel A-1” [3].

We have asked the GBACR to analyze additional years so that we can see if the elevated lung cancer in men is a pattern, and if it is changing over time. We also will be examining our tobacco cessation efforts in the Bayview Hunters Point to see where they can be strengthened. We will continue working with the GBACR, the UCSF San Francisco Cancer Initiative, the SF Health Network and other health system providers in BVHP to address the primary prevention of lung cancer.

Sincerely,

A handwritten signature in blue ink that reads "Tomás Aragón". The signature is fluid and cursive, with the first name and last name clearly distinguishable.

Tomás Aragón, MD, DrPH
Health Officer, City & County of San Francisco
Director, Population Health Division, SFDPH

References

1. American Cancer Society. Do x-rays and gamma rays cause cancer? Online: <https://www.cancer.org/cancer/cancer-causes/radiation-exposure/x-rays-gamma-rays/do-xrays-and-gamma-rays-cause-cancer.html>
2. Glaser ER, Davis MM, Aragón T. Cancer Incidence Among Residents of the Bayview-Hunters Point Neighborhood, San Francisco, California 1993-1995. Report. California Cancer Registry, California Department of Health Services. January 1998, Available from: <https://www.sfdph.org/dph/files/reports/StudiesData/DiseaseInjury/bvhuntca.pdf>
3. California Department of Public Health, Radiation Health Branch. “Hunters Point Shipyard Parcel A Health and Safety Survey: Update for CAC Environment and Reuse Subcommittee” (slide presentation). February 25, 2019. Full report available from: <https://www.cdph.ca.gov/Programs/CEH/DRSEM/Pages/RHB-Environment/Hunters-Point-Naval-Shipyard-Parcel-A-1-Survey.aspx>

From: [Maryo Mogannam](#)
To: [Peskin, Aaron \(BOS\)](#); [Tilly Chang](#)
Cc: [Safai, Ahsha \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [Preston, Dean \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Haney, Matt \(BOS\)](#); [Yee, Norman \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Ronen, Hillary](#); [Breed, Mayor London \(MYR\)](#); [Tumlin, Jeffrey \(MTA\)](#); [Dick-Endrizzi, Regina \(ECN\)](#); [Torres, Joaquin \(ECN\)](#); [Board of Supervisors, \(BOS\)](#)
Subject: RE: Opposition to Downtown Congestion Pricing Program
Date: Monday, November 2, 2020 8:43:36 PM
Attachments: [sfcdma letterhead CTA.pdf](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

November 2, 2020

The Honorable Aaron Peskin, SFCTA Board Chair
Tilly Chang, Executive Director
San Francisco County Transportation Authority
1455 Market Street, 22 nd Floor
San Francisco, CA 94013

RE: Oppose Downtown Congestion Pricing Program

Dear Supervisor Peskin and Executive Director Chang,

The San Francisco Council of District Merchants Associations (SFCDMA) has served to protect, preserve and promote small businesses in San Francisco for 70 years. We represent local merchant associations and an eclectic mix of neighborhood businesses in every commercial district. The merchants that our associations represent have been hard hit by the COVID-19 pandemic and shut-down orders, and some of our businesses have closed. Those that are beginning to reopen or hope to do so soon will continue to struggle long into the future as San Francisco and the entire Bay Area moves through an uncertain and nonlinear economic recovery period.

The SFCDMA Board of Directors recently received a presentation from Colin Dentel-Post at the SFCTA on the continuing study of the agency's proposed Downtown Congestion Pricing program. We appreciate the time he took to share the information with us and answer our questions. However, we are baffled that this study and plans to implement the proposed program are still underway in the middle of, and despite, the pandemic. Traffic congestion downtown and across the city has virtually disappeared as residents, employers and employees other than essential workers, many of who take public transportation, have been required to stay away from their workplaces because of the pandemic. Businesses have been shuttered, office buildings are empty and small businesses that cater to them no longer have customers to serve. Many local merchants have closed or are facing financial ruin. Traffic patterns across the city have been completely altered as a result of the pandemic and stay-at-home orders.

As we begin to reopen our doors and leave our homes to go back to work and resume our daily lives, it is unclear the degree to which and in what numbers vehicles will return to the streets. It is particularly uncertain what traffic will look like downtown, as office workers are being actively encouraged by government agencies and private employers to continue to work from home into the foreseeable future. We have no idea if traffic congestion will be a problem downtown or anywhere in the city in the aftermath of the pandemic, whenever that occurs.

As a member of the CTA PAC on congestion pricing, I and several members remarked how the "data" showed Market St as a primary congestion point and a major source of data, yet Market St had been closed to most vehicle traffic. I presumed the data would be corrected and updated. I was disappointed to see in our October presentation that this critical information was disregarded. At our October CDMA meeting, we were informed that outreach had been done with over 400 community groups, yet it was very clear that the small business groups were late if not last on the list to contact. Given all of these flaws in the process and the recent COVID uncertainties it is hard to understand why "downtown

congestion pricing" is still being considered, and why the study is still underway with little or no reality check on It could adversely affect the downtown economy of how traffic patterns have changed this year and may never return to the way they were when this study began. And it is equally bewildering why San Francisco's neighborhood merchant community was not considered a constituent that would be impacted significantly by congestion pricing as some of our members are located within the boundaries of the plan, which in fact far exceed the "downtown" label. Mr. Dentel-Post's presentation, which is also on the SFCTA's website, discusses impacts to residents who drive into the program plan area, but merchants located there or whose delivery of goods travel in and out of the plan area were not consulted until recently. To be clear, San Francisco's local merchants will be negatively impacted by congestion fee pricing. Given the harsh realities of the pandemic and the disproportionate hit small business has taken because of it, any congestion pricing fees will set us back just as we begin to get back on our feet. The SFCDMA wishes to go on record as opposing congestion pricing fees downtown or in any San Francisco neighborhood commercial district. Sincerely,

"Socially Distant but Staying Close"

Maryo Mogannam, President

San Francisco Council of District Merchants Associations

Advocating for 43,570 tiny* businesses with 217,850 employees

many of them living and **voting** in S.F. *(10 or fewer employees)





SFCDMA

San Francisco Council of District Merchants Associations

Maryo Mogannam
President

Masood Samereie
Vice-President

Al Williams
Vice-President

Ixchel Acosta
Secretary

Henry Karnilowicz
Secretary

Susie McKinnon
Treasurer

November 2, 2020

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Tilly Chang, Executive Director
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Sincerely,

cc: Clerk of the Board of Supervisors to be distributed to all Supervisors; Mayor London Breed; Jeffrey Tumlin, SFMTA Director; Sean Haggerty, MTC Chair; Regina Dick-Endrizzi, OSB Executive Director; Joaquin Torres, OEWD Director

Thank you,

Maryo Mogannam, President SFCDMA

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: This isn't the Market Street we dreamed of
Date: Thursday, October 29, 2020 3:05:00 PM

From: Kash <kash@warmplanetbikes.com>
Sent: Thursday, October 29, 2020 2:42 PM
To: Janice Li, SF Bicycle Coalition <janice@sfbike.org>
Cc: staff@sfbike.org; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; BOS-Legislative Aides <bos-legislative_aides@sfgov.org>; HKnight@sfchronicle.com; roger@streetsblog.org; Tumlin, Jeffrey (MTA) <Jeffrey.Tumlin@sfmta.com>; letters@sfexaminer.com; DPW, BetterMarketStreet, (DPW) <bettermarketstreet@sfdpw.org>; metrodesk@sfchronicle.com; pmatier@sfchronicle.com
Subject: Re: This isn't the Market Street we dreamed of

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hey Janice-
Actually, the new design looks pretty nice.

Every day I stand in the door of my bicycle shop at 7th and Market where private vehicles have already been banned and watch the bikes go by.

Who would have thought that we did not need complicated and expensive structures to make biking safe and fun? We just needed the cars to go away. Just like in Europe, where they take bicycling seriously.

We already have a car free market street, and it's wonderful. I've even seen seniors, and families with eight year old children on their own bikes riding down Market st, taking advantage of the opportunity.

As SFMTA mentioned in their announcement, the original Better Market St. Plan did not take into account the phenomenal growth of bicycling, and it definitely did not account for the popularity of Ebikes, which have raised the average bike speed and made bicycling accessible to more people.

The original design has become impractical. Best if we don't try to cram too many bikes into narrow, physically restricted lanes too narrow for cyclists to travel at their own speeds and pass each other safely.

Those "sharrow" lanes in the updated plan?

- Look to be a good ten or twelve feet wide. Two cyclists can ride abreast while two others pass them, also abreast.

- There are dedicated turnouts for loading zones.
- Taxis and commercial drivers have been surprisingly polite since private cars got banned a couple of years ago. This will only get better with more bikes.
- Most important, the shared lane means no conflict with pedestrians wandering into the sidewalk level bike lanes, or turning traffic endangering cyclists with the dreaded left hook.

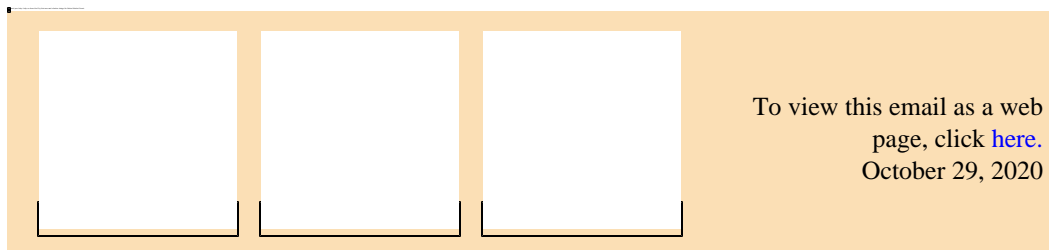
What is the actual problem you have with this plan? I'm open to supporting changes and public input if there are specific shortcomings, but we haven't even seen the full plan, that's what the open house is for. The time for protest is after we know what it is.

You should probably rethink making a knee jerk negative reaction. Don't repeat Leah Shahum's mistake and bork a workable plan because you want everything gold plated.

We're in an emergency situation and asking for the original, expensive plan is unlikely to get you what you want, but it just might get the SFBC sidelined on realistic input. And then we get left with nothing.

CORONAVIRUS UPDATE APPOINTMENT ONLY call 415-974-6440 between 11am and 5pm Monday - Friday or email repairs@warmplanetbikes.com to scheule.
-Kash

On 2020-10-29 12:33 PM, Janice Li, SF Bicycle Coalition wrote:



WE NEED YOUR HELP

We need a better design for Better Market Street.

Hi Kash,


A little over a year ago, we made history with Better Market Street's approval. After over ten years of advocacy from our members, we had a bold plan to transform our city's most important street for people who bike, walk, and take transit.

We won designs for sidewalk-level, separated protected bike lanes, accessible sidewalks, and improved transit connections.

Now, the City is taking away all these things that would have made Market Street safe, sustainable, and transformative for future generations, instead replacing our vision with sharrows and asking you to share a lane with taxis and delivery trucks.

We understand that the project budget faces challenges, but we need our City leaders to find a way to adapt while still serving all the people using Market Street daily.

We can't stand with this proposal — and we need you to help us show the City that we need a cost-effective design that still delivers the safety benefits we need.



Join us at one of the upcoming open houses to ensure the City hears us loud and clear.

RSVP NOW

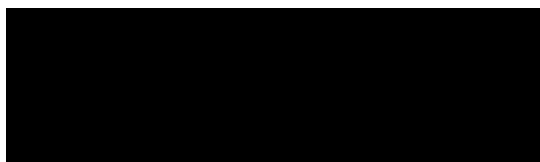
What we do on Market Street now will impact biking in San Francisco for decades to come.

Help us build the people power we need to push the City to do better on Market.

Janice Li (she/her)
Advocacy Director
San Francisco Bicycle
Coalition



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FOLLOW US ON INSTAGRAM





FOLLOW US ON FACEBOOK

BECOME A MEMBER

San Francisco Bicycle Coalition
1720 Market Street
San Francisco, CA 94102

YOUR MEMBERSHIP
STATUS: **Current-Renewal**
Window

CURRENT UNTIL: **2020-12-**
05

This email was sent by:
San Francisco Bicycle Coalition
1720 Market Street San Francisco, CA, 94102, US
[Update Profile](#) [Unsubscribe](#)

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: Tip: remove Justin Herman name
Date: Tuesday, November 3, 2020 8:05:00 AM

From: Allen Jones <jones-allen@att.net>
Sent: Monday, November 2, 2020 4:55 PM
To: jking@sfchronicle.com; Dominic Fracassa <DFracassa@sfchronicle.com>; rswan <rswan@sfchronicle.com>; Peskin, Aaron (BOS) <aaron.peskin@sfgov.org>
Cc: Breed, Mayor London (MYR) <mayorlondonbreed@sfgov.org>; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: Tip: remove Justin Herman name

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I was at the plaza formerly known as Justin Herman Plaza, today, 11/2/20. To my shock, I noticed this plaque (attached photo). 3 years after Rec and Park reluctantly agreed by vote to strip Herman's name from the plaza.

To see Justin Herman still being honored 3 years later is not only shocking but typical SF symbolism. I honestly did not support renaming the plaza simply because I am not fooled into thinking this gesture was sincere on the part of the Board or city.

But as a Black man who has been skeptical of any actions SF government takes concerning the Black community, I am now outraged.

The fact, this plaque is still here proves to me the votes to remove it was grandstanding on the part of the Board of Supervisors who unanimously voted to remove the name and Park and Rec. for falling in line.

I only hope the 4 young people pictured near the plaque have not read it.

I am calling on elected city officials to demand Park and Rec. remove this plaque immediately.

Allen Jones
(415) 756-7733
jones-allen@att.net
Californiaclemency.org

The Only thing I love more than justice is the freedom to fight for it.

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Major, Erica \(BOS\)](#)
Subject: FW: Public Comment for Full Board File No. 200701
Date: Monday, November 2, 2020 11:05:00 AM
Attachments: [ATT00001.png](#)
[11.2.20 Environmental Orgs Support for All Electric Ordinance.pdf](#)

From: Rebecca Barker <rbarker@earthjustice.org>
Sent: Monday, November 2, 2020 10:21 AM
To: Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>
Cc: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; Haney, Matt (BOS) <matt.haney@sfgov.org>; Mandelman, Rafael (BOS) <rafael.mandelman@sfgov.org>; MandelmanStaff, [BOS] <mandelmanstaff@sfgov.org>; Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Peskin, Aaron (BOS) <aaron.peskin@sfgov.org>; Preston, Dean (BOS) <dean.preston@sfgov.org>; Fewer, Sandra (BOS) <sandra.fewer@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; Safai, Ahsha (BOS) <ahsha.safai@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; Yee, Norman (BOS) <norman.yee@sfgov.org>; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: Public Comment for Full Board File No. 200701

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Hello,

Attached please find a public comment from Earthjustice, Natural Resources Defense Council, and Rocky Mountain Institute in support of the proposed ordinance in File No. 200701, requiring all-electric construction in new buildings in San Francisco. The ordinance is Agenda Item #9 on the Full Board Meeting Agenda for Nov. 3, 2020. Please let me know if you have any trouble with the file, or have any other questions or concerns.

Thank you,
Rebecca Barker

Rebecca Barker
She/her/hers
Associate Attorney
Clean Energy Program
50 California Street, Suite 500
San Francisco, CA 94111
Phone: 415.217.2056

rbarker@earthjustice.org



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From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: Comment Re: BoS File 200701, item #9 - mandating all-electric new construction
Date: Tuesday, November 3, 2020 8:16:00 AM

From: Joni <jonieisen@sbcglobal.net>
Sent: Monday, November 2, 2020 8:49 PM
To: Major, Erica (BOS) <erica.major@sfgov.org>; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Cc: Walton, Shamann (BOS) <shamann.walton@sfgov.org>
Subject: Comment Re: BoS File 200701, item #9 - mandating all-electric new construction

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisor Walton and Colleagues:

Please cosponsor and then pass this very important legislation, quickly! Although this ordinance is the product of many months of hard work - which I very much appreciate - and collaboration by numerous stakeholders, it's really just the first, "easy" part of our City's efforts to meet our greenhouse-gas-reduction goals.

The daunting task ahead is the retrofit of existing buildings: a fair and equitable transition away from natural gas, leaving no one behind. NOT taking this easier step now, so the ordinance can go into effect January 1, 2021, will make the next steps that much harder. The more natural gas infrastructure we allow to be built by delaying passage of this ordinance or by including amendments to weaken it, the worse it is for us, our children and grandchildren.

There are so many big projects being planned, especially in the Southeast Corridor. Including gas infrastructure in these new buildings, thereby subjecting current and future residents to all the gas-related dangers of explosions, respiratory problems and post-earthquake fires, is simply unjust.

We know how to build all-electric. It's technically feasible, and affordable. And chefs the world over cook in all-electric kitchens, enjoying the speed, power and precision of induction cooking, and avoiding the high heat, fire hazards and bad air restaurant workers in gas-fired kitchens must endure.

San Francisco must show climate leadership by moving forward towards a world of clean energy, not moving backward towards more burning of fossil fuels.

Thank you.

Sincerely,

Joni Eisen, District 10
SF Climate Emergency Coalition
San Francisco Tomorrow

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: From SFLCV: Please co-sponsor the Mandating All-Electric New Construction ordinance (File No. 200701)
Date: Tuesday, November 3, 2020 8:41:00 AM

From: Kristina Pappas <kristina.pappas@gmail.com>

Sent: Tuesday, November 3, 2020 7:24 AM

To: Fewer, Sandra (BOS) <sandra.fewer@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Peskin, Aaron (BOS) <aaron.peskin@sfgov.org>; Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Haney, Matt (BOS) <matt.haney@sfgov.org>; Yee, Norman (BOS) <norman.yee@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; Safai, Ahsha (BOS) <ahsha.safai@sfgov.org>; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>

Subject: From SFLCV: Please co-sponsor the Mandating All-Electric New Construction ordinance

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisors,

The San Francisco League of Conservation Voters urges you to co-sponsor and ensure the passage of the ordinance Mandating All-Electric New Construction, without any additional loopholes for developers. This is a crucial moment for climate action in California, and we in SF have an opportunity to truly lead on climate, health, and equity.

Affordable housing and market-rate developers as well as big companies have already demonstrated that building without gas is feasible across building types. Going all-electric is the only way to meet our climate and health needs.

Your co-sponsorship will send a strong signal to the State that building electrification is important. California is considering an all-electric baseline for its next building code, and if San Francisco shows it can be done, that will make it easier for significant action.

The ordinance has been well over a year in the making. It should be passed now and take effect on January 1, 2021. Please cosponsor!

Sincerely,

Kristina Pappas
President, SF League of Conservation Voters
www.sflcv.org

--

Kristina Pappas
415.812.3128

From: Board of Supervisors (BOS)
To: BOS-Supervisors
Cc: Council (City of SFO)
Subject: FW: Inadequate public notice -- SFPDA MOU (#201050), Item #13, Closed Session GAO Committee Meeting of November 5th
Date: Tuesday, November 3, 2020 4:12:00 PM

From: John Crew <johnmikecrew@gmail.com>

Sent: Tuesday, November 3, 2020 3:27 PM

To: Mar, Gordon (BOS) <gordon.mar@sfgov.org>

Cc: Peskin, Aaron (BOS) <aaron.peskin@sfgov.org>; Haney, Matt (BOS) <matt.haney@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Preston, Dean (BOS) <dean.preston@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; MandelmanStaff, [BOS]

<mandelmanstaff@sfgov.org>; Fewer, Sandra (BOS) <sandra.fewer@sfgov.org>; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; Safai, Asha (BOS) <asha.safai@sfgov.org>; Yee, Norman (BOS) <norman.yee@sfgov.org>; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; Taylor, Damali A. <dtaylor@omm.com>; malichen@boe.ca.gov; donjaybrookter@gmail.com; John Hamasaki <john@hamasaklaw.com>; Petra DeJesus <pctradejesus@comcast.net>; Elias, Cindy (POL) <cindy.elias@sfgov.org>; SFPD, Commission (POL) <SFPD.Commission@sfgov.org>; David

Rizk <drizk@gmail.com>; Defund SFPD <defundspdnw@gmail.com>; Quan, Daisy (BOS) <daisy.quan@sfgov.org>; Angulo, Sunny (BOS) <sunny.angulo@sfgov.org>

Subject: Inadequate public notice -- SFPDA MOU (#201050), Item #13, Closed Session GAO Committee Meeting of November 5th

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Supervisor Mar,

Thank you again for the conversation yesterday about the GAO Committee's consideration of the proposed SFPDA MOU on Thursday. I appreciate that you intend to hold at least some of the discussion in public, possibly ask questions of City representatives in public and accept public testimony but I remain very concerned that there has been no formal notice provided to the broader public and press about your intention.

I also have deep substantive concerns about the proposed deal, negotiated by DHR with the SFPDA entirely behind closed doors, with no public input or discussion -- (unlike in 2018 and contrary to various, current best practices recommendations for handling police union contracts) -- much less the active involvement of the Police Commission and the various stakeholders who have been engaged for years now in good faith efforts aimed at allegedly **collaborative** reform of the SFPD. I think DHR has struck a very bad proposed deal that, if approved, would facilitate and perpetuate the SFPDA's resistance to reform by awarding them two 3% annual pay raises costing the City more than \$22 million by FY 2022-23 -- (even **after** accounting for the short-term deferral of raises due under their current contract) -- **without** addressing much-needed changes in the non-economic terms of the contract and instead locking those problematic provisions in place through mid-2023. I can detail those substantive concerns separately.

INADEQUATE NOTICE UNDER BROWN ACT & SUNSHINE ORDINANCE

For now, I think it's a bad idea to ignore the Brown Act and Sunshine Ordinance problems with how this item has been listed on the Committee's agenda. **If the opportunity for public consideration of the proposed SFPDA contract has not been adequately noticed, any action the Committee takes with respect to the contract is vulnerable to legal challenge.** Rather than possibly being forced to "do it over" later, the Committee should "do it right" now by making sure there is a full, clearly agendaized, public consideration of the SFPDA contract just like your Committee will be doing with seven **other** proposed MOUs on its Thursday "regular agenda." There is no sound public policy reason for why the SFPDA proposed deal should be noticed **only** as a "closed session" item and there is certainly no legal necessity for proceeding on that basis.

Apparently, the SFPDA made its acceptance of the overall proposed contract contingent on the settlement of two relatively minor pay grievances that will cost the City \$360,000 to settle. That may justify a closed session discussion **on that narrow topic** but it does not obviate the need for an adequately-noticed public consideration of what the City is getting in return (if anything) for locking in \$22 million in pay increases for the SFPDA in FY 2022-23. Per the Controller's October 28th analysis, the combined new wage and benefit costs of all the MOUs in FY 2022-23 the Committee is poised to consider on Thursday is \$36 million, almost two-thirds of which comes from the proposed deal with the SFPDA. It makes no sense for the Committee to openly consider the other seven MOUs while noticing **only a closed session** discussion of the most expensive (and controversial) one for the SFPDA.

The Brown Act requires a brief general description of the agenda topic and potential action to be considered. The San Francisco Sunshine Ordinance requires a "meaningful description" that is --

"... is sufficiently clear and specific to alert a person of average intelligence and education whose interests are affected by the item that he or she may have reason to attend the meeting or seek more information on the item. The description should be brief, concise and written in plain, easily understood English."

(Administrative Code Section 67.7(b)). Seeing the Committee's agenda clearly listing the other seven MOUs under the "Regular Agenda" with the SFPDA MOU listed separately and only as the sole item under the closed session part of the agenda at the end explicitly under the "Litigation" & "Conference with City Attorney" section, I assumed there would be no "regular" -- as in public -- consideration of the SFPDA deal. I think most people of average intelligence and education would make the same assumption. I went to law school and have decades of experience in how San Francisco bodies notice items on their meeting agendas and how nearly always closed session items are handled -- namely with little if any public discussion. If I made that assumption from the agenda, it's reasonable to assume others would as well. In the last 35 years, I can't think of a single occasion where a Board committee or the Police Commission held a full public discussion with public officials and public testimony on an item that had only been listed only on a **closed session** agenda and described as a **legal settlement**. Not once. So while I appreciate that you intend to hold that sort of public discussion Thursday, the fact remains that a Brown Act / Sunshine Ordinance flaw in how an item is listed on an agenda can't be cured through individual conversations and the flaw will leave any action you take vulnerable to later legal challenge.

GOOD GOVERNMENT AND COLLABORATIVE POLICE REFORM REQUIRE FULL TRANSPARENCY

Beyond the flaw in the notice, I'm surprised that anyone -- the City Attorney's Office, DHR, whomever -- would think it appropriate for the Board to approve the expensive and controversial proposed deal with the SFPDA without any public consideration of it on the regular agenda of a Board committee -- especially when all the less expensive, apparently non-controversial MOUs for the other public employee unions are being handled in the normal, public, "regular agenda" fashion. Is it even legal to try to minimize public discussion of the proposed SFPDA MOU by using the \$360,000 grievance settlement to list the entire far more expensive and consequential deal solely on a closed session agenda? I don't know but it's certainly not good, fully transparent, governance.

In 2018, the GAO Committee held a well-attended, widely-publicized, clearly-noticed, full public hearing on the SFPDA contract negotiations. (See agenda item #3, File #180164 - https://sfhos.org/sites/default/files/gao037118_agenda.pdf.) The committee publicly-questioned DHR's Employee Relations Director, Carol Isen, at some length about the contract talks followed by extensive public testimony. In her concluding remarks, GAO Committee member and then-Supervisor London Breed said it was "extremely important" that the public's concerns be addressed in the contract with the SFPDA --

"We are definitely committed to the reforms and committed to making sure that we will **embed in the contract** specifically what we can as it relates to how we can make this work to address many of the concerns that have been addressed here today."

(Emphasis added. Supervisor Breed's full remarks start at approximately the 2:06 mark of the video of that hearing.)

In turn -- and in a clear demonstration of the underlying purpose and value of holding and properly noticing full public hearings -- the City subsequently proposed to the SFPDA a contract provision be incorporated into the deal in exchange for pay and benefit increases that was described by Ms. Isen of DHR in her part of the subsequent arbitration decision. In her words **then** --

"Speedy implementation of the Department of Justice's recommendations in an **essential objective** of the City.... The City's proposal... provides for an expedited meet and confer process without the delay caused by impasse arbitration."

(Arbitration award, pg. 23, emphasis added.)

Yet, in 2020, DHR has inexplicably secretly negotiated a deal with the SFPDA -- without any public input at all and no reform concessions from SFPDA -- which they first told SFPD Chief William Scott they would happily explain to the Police Commission only to reverse course a few weeks later and refuse to do so... and which they now apparently want to be considered only as a closed session item on the GAO Committee's agenda. In the wake of the police killing of George Floyd, Chief Scott joined 64 of his colleagues in the Major Cities Chiefs Association in a June 4th open letter that declared, in part, that "the balance of (police) labor and management is often out of calibration" and calling for a "review" of contracts with police unions. (https://www.majorcitieschiefs.com/pdf/news/mcca_open_letter_update.pdf.) But there's been no such public review at all in San Francisco and even Chief Scott was seemingly left out of the loop by DHR in the SFPDA negotiations telling the Police Commission, "DHR is in charge and that's about as much as I know... Just like everyone else, the Department is waiting to hear the results." (Meeting of August 19th.) "The Department was not involved in those negotiations... I wasn't involved in it and neither was anybody else from the Department... I wasn't part of those conversations." (Meeting of September 16th.)

Meanwhile, the proposed deal with the SFPDA has remained shrouded in confounding secrecy while other cities are already dealing with police union contracts far more openly and **full** transparency has emerged as a consensus best practice recommendation from everyone from the US Conference of Mayors to the NAACP Legal Defense and Education Fund to the more activist-oriented Campaign Zero whose proposals SFPD has previously used as an appropriate benchmark for their own reform efforts. (See my prior correspondence on this subject for more details and links to underlying sources -- <https://sfgov.org/police/commission/sites/default/files/documents/PoliceCommissionSFPDA%20Contract%2C%20Meet%20%26%20Confer%20Abuses%2C%20Community%20Policing%20%26%20BWC%20DGO%20%28Items%20%23%20%26%20%23%2C%20Mtg.%20%24%20Oct.%2017%29.pdf>.)

Even police union lawyers now recognize the need for maximum transparency rather than back-room dealmaking and secrecy when it comes to negotiating and approving police union contracts given intense public demands for fundamental change in American policing. Ronald Yank is a prominent long-time, Bay Area police union attorney who joined with retired judges like Thelton Henderson and Joe Grodin as well as law professors and labor arbitrators to recently propose that:

"**(B)efore** a public entity commences negotiation with a law enforcement union, that entity must conduct a **public hearing** on its bargaining proposals **with sufficient notice and opportunity for public comment**. **After** a collective bargaining agreement or memorandum of understanding with the law enforcement union is negotiated, **the public entity must conduct a public hearing, with sufficient notice and opportunity for public comment**, before the agreement is ratified.

These reforms will enable the public to know the possible or likely terms of a collective bargaining agreement before such an agreement is negotiated or signed. This information will aid the public in holding elected and appointed officials accountable for the police contracts they negotiate. It will also provide the public with **the opportunity to ensure that the contracts serve the public interest.**"

(<http://www.californialawreview.org/reforming-law-enforcement-labor-relations/>, emphasis added.)

POSTPONE -- BAD PROCESS ENABLES A BAD DEAL

As it stands... and thanks to the inexplicable reversal in how DHR has handled the contract negotiations with the SFPDA this year compared with how they were handled in 2018... San Francisco is poised to do the exact opposite. The GAO Committee is being asked to consider and approve -- under a closed session agenda item -- a deal that DHR has thus far refused to explain publicly, based on negotiating demands that appear to be completely disconnected from the police reform agenda the City claims to be pursuing, and that is the very epitome of the sort back-room deal-making that undermines public confidence.

Under these circumstances, I believe the consideration of the proposed SFPDA contract should be postponed to a future GAO Committee meeting where it should appear -- like it did in 2018 -- on the public, regular agenda. I think that is both legally prudent and a practical necessity to ensure adequate review of the proposed deal that has inexplicably abandoned the City's prior "essential objective" of speeding up the reform process with changes in the non-economic terms of its contract with the SFPDA and consideration of the public's more fully-informed views about it.

As other cities have already learned, effective police reform and a re-imagining of public safety services are simply not possible if San Francisco again saddles itself with a bad and inadequately examined contract with its police union. A bad deal doesn't become better with less openness. Full transparency -- of the type that comes only from a timely, clearly-noticed, full public hearing -- is the only thing that can rescue the credibility of ostensibly "collaborative" police reform in San Francisco and save us from **two more years** of the reform process being unnecessarily held hostage by the SFPDA under the terms of a contract that very much benefits them but not the public.

Thank you.

John Crew
(415) 793-4146

cc: Members, GAO Committee and Board of Supervisors
Members, San Francisco Police Commission
David Rizk, Bar Association of San Francisco
DefundSFPDNow

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Carroll, John \(BOS\)](#)
Subject: FW: Reject SFPD contract with SFPOA (File No. 201050)
Date: Tuesday, November 3, 2020 5:10:00 PM

From: Iris Biblowitz <irisbiblowitz@hotmail.com>
Sent: Tuesday, November 3, 2020 12:40 PM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: Reject SFPD contract with SFPOA

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisors - In the midst of strong community movements fighting racism and police violence, San Francisco seems to be going in the wrong direction. The proposed contract that the city (DHR) negotiated in private, without public comment or any transparency, with the SFPOA, rewards SFPD financially with raises for two years but asks them for no accountability, no increased reforms for the safety of the community (especially communities of color). In Chicago, negotiations with their police fraternity is combined with 40 disciplinary reforms, transparency, and public comment.

The traumatic history of SFPD's murder of (mostly) young people of color, including Cesar Vargas last month, points to the urgent need to reject the current proposal and start over, with a strong light on transparency, accountability, and community involvement, and against racism and violence in their action in the community

Thank you - Iris Biblowitz, RN

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Somera, Alisa \(BOS\)](#); [Ng, Wilson \(BOS\)](#)
Subject: FW: URGENT: Update Agenda for 11/05 GAO meeting [Violation of Admin Code 67.7]
Date: Wednesday, November 4, 2020 9:01:00 AM

From: Ciitzens United <concernedcitizensunitedsf@gmail.com>
Sent: Wednesday, November 4, 2020 8:26 AM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; Cityattorney <Cityattorney@sfcityatty.org>; SAgarwal@aclunc.org; Peskin, Aaron (BOS) <aaron.peskin@sfgov.org>; Somera, Alisa (BOS) <alisa.somera@sfgov.org>; Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>; asoltani@aclunc.org; dsnyder@firstamendmentcoalition.org; Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Carroll, John (BOS) <john.carroll@sfgov.org>; Marstaff (BOS) <marstaff@sfgov.org>; Haney, Matt (BOS) <matt.haney@sfgov.org>; organizing@aclunc.org; SOTF, (BOS) <sotf@sfgov.org>
Subject: Re: URGENT: Update Agenda for 11/05 GAO meeting [Violation of Admin Code 67.7]

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good morning,
We are widening the scope of this notification once more.

Please let us know if you have a competing legal interpretation OR the City's plan for complying with the Brown act and/or Administrative code 67.7 as it relates to the improperly noticed agenda for the 11/05/2020 Government Audit & Oversight Committee (GAO) meeting.

Please be advised that we are seeking a response and resolution to this matter by 6:00 PM PST, November 4th, 2020.

We hope to resolve this matter amicably in advance of the November 5th GAO meeting. We hope the City prioritizes not only compliance, but also accessibility.

Best,
Mylon & CCUSF

On Tue, Nov 3, 2020 at 3:39 PM Ciitzens United <concernedcitizensunitedsf@gmail.com> wrote:

In accordance with legal advice, we are adding in Supervisors Mar, Peskin, and Haney as well as Chair Mar's staff.

Please acknowledge receipt.

Best,
Mylon & CCUSF

On Tue, Nov 3, 2020 at 11:10 AM Citizens United <concernedcitizensunitedsf@gmail.com> wrote:

Hello John, members of SOTF, and SFCAO,
We hope you all are doing well during these trying times.

We wanted to indicate that **the posted agenda is a violation of [The San Francisco Administrative Code section 67.7](#), which specifies:**

"At least 72 hours before a regular meeting, a policy body shall post an agenda containing a meaningful description of each item of business to be transacted or discussed at the meeting"

Specifically,

"A description is meaningful if it is sufficiently clear and specific to alert a person of average intelligence and education whose interests are affected by the item that he or she may have reason to attend the meeting or seek more information on the item."

However, [the posted agenda](#) makes it appear that BOTH "adopting and implementing the First Amendment to the 2018-2021 Memorandum of Understanding between the City and POA" and "approving settlement of two grievances filed by the POA against the City" will be heard in closed session, rather than in open session/public meeting.

In fact, they are noticed as a single item, which furthers that interpretation.

Therefore, if someone had interests affected by the SFPOA memorandum, then they would NOT understand that they have reason to attend the meeting because the SFPOA MOU hearing would not be discussed in the public meeting.

Furthermore, there is precedent for a clear & properly noticed agenda in which settlements and MOU discussions are heard separately as was done [in this agenda in 2018](#):

Most importantly, it has already been empirically shown that this agenda is NOT understood by persons of average intelligence and education with affected interests as one that would give them reasons to attend the meeting to seek more information on the item as ***multiple members of the press, legal non-profits, and members of the public have reached out to Supervisors offices asking whether or not the SFPOA MOU will be discussed at the public meeting because this agenda does NOT convey that parties with affected interests have reason to attend the meeting. There are public records of this.***

Therefore, this agenda is in violation of the Brown act AND/OR SF Administrative code 67.7.

For reference, the current agenda states:

[Convene in Closed Session - Existing Litigation - City as Plaintiff and/or Defendant] Motion that the Government Audit and Oversight Committee of the Board of Supervisors convene in closed session with the City Attorney for the purpose of conferring with, or receiving advice from, the City Attorney regarding the following existing litigation and anticipated litigation. Administrative Code Section 67.10(d) permit this closed session. Discussion in open session concerning these matters would likely and unavoidably prejudice the position of the City in the pending lawsuits and claims listed below. After a closed session, if one occurs, the Committee shall adopt a motion either to disclose or not to disclose. [Memorandum of Understanding and Settlement of Grievances - Police Officers Association] Sponsor: Mayor Ordinance adopting and implementing the Tentative Agreement between the City and County of San Francisco and the San Francisco Police Officers Association ("POA"), including: (1) adopting and implementing the First Amendment to the 2018-2021 Memorandum of Understanding between the City and POA, to defer wage increases currently set for FY2020-2021, amend the retention premium provisions, amend the 10B overtime provisions, extend the term by two years, and set wages for the additional term; and (2) approving settlement of two grievances filed by the POA against the City, for a not to exceed amount of \$359,613.87; the grievances were filed on March 25, 2020, and June 29, 2020, and involve compensation disputes under the Memorandum of Understanding.

If your interpretation of Administrative Code 67.7 differs, please provide an explanation.

Otherwise, **if you could please correct the agenda to be in compliance with Administrative code 67.7 (and/or the Brown act) and post it if sufficient time exists or reschedule the meeting, not only for the sake of compliance, but also for accessibility**, that would be greatly appreciated.

Please acknowledge receipt of this email.

Best,
Mylon on behalf of CCUSF

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [Carroll, John \(BOS\)](#)
Subject: FW: Meet and Confer & SFPOA MOU (#201050), Item #13, Closed Session GAO Committee Meeting of November 5th
Date: Wednesday, November 4, 2020 5:04:00 PM

From: John Crew <johnmikecrew@gmail.com>

Sent: Wednesday, November 4, 2020 4:40 PM

To: Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Peskin, Aaron (BOS) <aaron.peskin@sfgov.org>; Haney, Matt (BOS) <matt.haney@sfgov.org>

Cc: Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Preston, Dean (BOS) <dean.preston@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; MandelmanStaff, [BOS] <mandelmanstaff@sfgov.org>; Fewer, Sandra (BOS) <sandra.fewer@sfgov.org>; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; Safai, Ahsha (BOS) <ahsha.safai@sfgov.org>; Yee, Norman (BOS) <norman.yee@sfgov.org>; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; Quan, Daisy (BOS) <daisy.quan@sfgov.org>; Elias, Cindy (POL) <cindy.elias@sfgov.org>; Taylor, Damali A. <dtaylor@omm.com>; John Hamasaki <john@hamasakilaw.com>; dionjaybrookter@gmail.com; maliacohen@boe.ca.gov; Petra DeJesus <petradejesus@comcast.net>; David Rizk <dwrizk@gmail.com>; Defund SFPD <defundsfpdnow@gmail.com>; SFPD, Commission (POL) <SFPD.Commission@sfgov.org>

Subject: Meet and Confer & SFPOA MOU (#201050), Item #13, Closed Session GAO Committee Meeting of November 5th

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Supervisor Mar,

Thank you for calling for a hearing on the City's meet and confer practices with respect to the SFPOA during yesterday's full meeting of the Board of Supervisors. For that hearing to be productive, it must be held **before** the GAO Committee holds a full public hearing on the SFPOA contract and the full Board votes on the proposed deal.

BEEN THERE, TRIED THAT -- DIDN'T WORK

You were not on the Board at the time so perhaps you've not been informed by DHR or by the Mayor's Office but the hearing you described in your remarks yesterday, in fact, is the same sort of hearing the GAO Committee **already** held in conjunction **with the 2018 contract talks** with the SFPOA that I mentioned in my correspondence yesterday. GAO Committee member London Breed and her colleagues heard testimony from DHR, from the City Attorney's Office, the Chief of Police and from the public about the DHR's meet and confer practices with SFPOA in a hearing that featured particularly aggressive and pointed questioning on that topic from then-Supervisor and current Police Commissioner Malia Cohen. (That hearing can be viewed here -- https://sanfrancisco.granicus.com/MediaPlayer.php?view_id=11&clip_id=30081 .)

In fact, it was that hearing that led the City to demand that, in exchange for pay raises, the SFPOA contractually waive any right to impasse arbitration on USDOJ COPS reform topics. DHR later described this as an "essential objective" of the City for the SFPOA contract. Why? Because it's partly the threat of arbitration -- and the threat of SFPOA grievances or litigation over whether something is a mandatory subject of bargaining under state law (triggering their arbitration rights under the contract and the charter) -- that causes DHR to needlessly engage in, or needlessly extend, meet and confer talks on important reform topics. The waiver in the contract, fairly bargained in exchange for pay raises, would go a long way towards solving that problem.

If the GAO Committee and Board needlessly approves the proposed new "no reform" SFPOA deal guaranteeing two more 3% pay raises (which will cost **far more** in the long run than the short-term cost savings from the deferral of the 1% and 2% pay raises currently due in FY 2020/21) **without** addressing the meet and confer problem, it will be forfeiting all the leverage it has by rewarding the SFPOA's continued resistance to reform with new, fully-unconditional (in the non-economic, reform sense) pay raises. **It will be literally guaranteeing -- contractually -- that the extreme meet and confer delays very thoroughly documented by the Bar Association of San Francisco (BASF) will continue for at least an additional two years.**

(<https://sfgov.org/policecommission/sites/default/files/Documents/PoliceCommission/Oct%2022%20BASF%20ltr%20re%20SFPOA%20MC%20-%20Final%20-%20Signed.pdf>)

DHR knows that. The members of the 2018 GAO Committee, including Supervisor Breed, and the full Board knew that after that hearing. The public knew that too. We explained the problem and laid out the solution in an op ed published in advance of the hearing.

(<https://www.sfchronicle.com/opinion/openforum/article/No-pay-raise-for-SFPD-without-reform-12753915.php>) In the wake of that

hearing, a broad-based community and legal coalition organized under the banner of #NoJusticeNoDeal demanded that the City include this much-needed contract provision in what they were seeking from the SFPOA in exchange for pay raises.

(https://drive.google.com/file/d/1RsH-ridjhtW56aEhyR89smBPD6WlQ4Ef/view?fbclid=IwAR1zWfUOZEckZh8hA_APE5aEAkQ1r-lqUTgE6rKHV0eA_4JxKHIXyXYGfw .) A petition supporting the demand quickly garnered more than 1,000 signatures.

([https://campaigns.organizefor.org/petitions/nojusticenodeal?bucket&source=facebook-share-](https://campaigns.organizefor.org/petitions/nojusticenodeal?bucket&source=facebook-share-button&time=1517936018&fbclid=IwAR0FshpltKPwhxvjrt9UNiEbckZHUUJNFD-wMDCexTpeZG7IH8tpxfw1c)

[button&time=1517936018&fbclid=IwAR0FshpltKPwhxvjrt9UNiEbckZHUUJNFD-wMDCexTpeZG7IH8tpxfw1c](https://campaigns.organizefor.org/petitions/nojusticenodeal?bucket&source=facebook-share-button&time=1517936018&fbclid=IwAR0FshpltKPwhxvjrt9UNiEbckZHUUJNFD-wMDCexTpeZG7IH8tpxfw1c)). And, within two weeks, the City embraced the proposal and put it on the bargaining table in their talks with the SFPOA. (<https://www.sfexaminer.com/news/sf-seeks-to-expedite-police-reform-with-new-contract-proposal/>)

ABANDONING POLICE REFORM AS A GOAL

Yet, Mayor Breed in 2020 has **reversed** the position she took as Supervisor Breed in 2018 and this time, her DHR -- (unlike Interim Mayor Mark Farrell's DHR) -- apparently didn't even **ask** for this or any other reform-related concession in exchange for costly future pay raises guaranteed in the midst of the extreme fiscal crisis caused by the pandemic. Why is the City offering a "something for nothing" deal to the SFPOA while simultaneously **claiming** to want to quicken the pace on SFPD reform? Why would the Board approve **this** clunker of a deal without far more public scrutiny and appropriate skepticism? And, why would the Board hold **another** hearing on the meet and confer problem only **after** needlessly agreeing to a deal that -- **according to the City's own prior positions** -- would deeply compromise the ability to effectively address it?

Don't get me wrong. I'm a fan of the Board's oversight hearings and the enactment of non-binding resolutions calling for various actions. But when those steps **have already been tried** and failed previously to produce necessary changes -- and the Board has a golden opportunity (like it has here with the SFPOA contract) to actually **solve** a problem that has already been thoroughly documented and explored in **prior** hearings -- it must act. Failing to do so is tantamount to declaring the problem just not important enough to solve.

In 2018 -- in a **very** different fiscal environment -- the SFPOA turned down the City's contractual demand for the USDOJ COPS meet and confer / impasse arbitration waiver and took their shot at winning three 4% pay raises from an independent arbitrator. The City countered by offering three 3% pay raises tied to the reform proposal. The arbitrator ended up splitting the difference declining to impose the reform proposal but awarding only the lower pay raise. Among other things, the arbitrator cited the "impassioned and persuasive testimony" from the members of the #NoJusticeNoDeal Coalition at the public arbitration hearing who'd argued that the value to the City of the police services being purchased under the contract would be considerably less if the SFPOA was not prevented from continuing to block and delay reforms. (Arbitration Award, *In the Matter of an Interest Arbitration Between CCSF and SFPOA*, page 19.) In short, we are paying very top dollar for a modern, professional, reformed, as non-violent and anti-racist as possible police department. We're **still** not getting anything close to that with our now \$700 million a year investment in SFPD (with most of **that** going to wages and benefits set by the SFPOA contract). We have a right to contractually insist -- if the SFPOA **still** wants **more** pay raises year after year after year -- that the union finally put an end to its obstruction of what the public overwhelmingly wants.

THE CITY HAS LEVERAGE -- WHY NOT USE IT?

That was the common sense argument then and it's the same damn argument now when the City (unfortunately) is in a **much** better bargaining position with respect to the SFPOA because of the fiscal crisis. They know that, should the Board send DHR back the bargaining table by withholding its approval of this deeply-flawed proposed deal -- negotiated without public or Police Commission input -- and the SFPOA continues to resist agreeing to now obviously necessary reform concessions, they will have a very difficult time convincing an arbitrator they must grant more pay raises to an already very well-compensated police force in the midst of the extreme fiscal uncertainty currently faced by San Francisco and other cities. The City has enormous leverage right now to finally limit the SFPOA's obstructionism and speed up the reform process. Why would it not at least **try** to use it?

Just three short months ago -- when the streets were still full of protestors outraged by government inaction in the face of very long-standing police violence and racism and while calls for massive defunding of the SFPD were still building -- all of the GAO Committee members and nine of eleven members of the full Board signed an op ed that stated plainly the problem that needs to be confronted locally:

"We declare that Black Lives Matter, and that justice must be done for the victims of police brutality and racism.

To transform policing in San Francisco, however, means recognizing the main obstacle, which is the San Francisco Police Officers Association."

The piece went on to detail the various ways the SFPOA has been blocking and delaying reforms including citing the meet and confer abuses detailed by BASF back in July (but that have nonetheless been inexplicably ignored in the "no reform" DHR-proposed deal for the SFPOA), and concluded with the simple exhortation that:

"(T)he POA must cease blocking reform measures."

(<https://www.sfexaminer.com/opinion/city-leaders-pledge-to-reject-sfpoa-support/>)

With all due respect and with genuine appreciation for your and your colleague's public service in very difficult times, those words will become empty and meaningless if the secretly-negotiated SFPOA deal is rubber-stamped without an appropriately-noticed, full public hearing and the opportunity to explore and pursue the many ways the SFPOA contract could be amended to address the already-faltering SFPD reform process which, to date, the SFPOA has been able to frustrate... just like they did with prior allegedly comprehensive SFPD reform efforts that have been tried too often before.

If other cities facing just as severe (if not worse) economic crises are using police union demands for pay raises to extract reform concessions, why not San Francisco?

If not now, when?

Sincerely,

John Crew
(415) 793-4146

cc. Members, GAO Committee and Board of Supervisors
Members, San Francisco Police Commission
David Rizk, Bar Association of San Francisco
DefundSFPDNow

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: URGENT: Update Agenda for 11/05 GAO meeting [Violation of Admin Code 67.7]
Date: Thursday, November 5, 2020 8:54:00 AM

From: Ciitzens United <concernedcitizensunitedsf@gmail.com>
Sent: Thursday, November 5, 2020 8:07 AM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; Cityattorney <Cityattorney@sfcityatty.org>; SAgarwal@aclunc.org; Peskin, Aaron (BOS) <aaron.peskin@sfgov.org>; Somera, Alisa (BOS) <alisa.somera@sfgov.org>; Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>; asoltani@aclunc.org; dsnyder@firstamendmentcoalition.org; dwrizk@gmail.com; Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Carroll, John (BOS) <john.carroll@sfgov.org>; Marstaff (BOS) <marstaff@sfgov.org>; Haney, Matt (BOS) <matt.haney@sfgov.org>; organizing@aclunc.org; SOTF, (BOS) <sotf@sfgov.org>
Subject: Re: URGENT: Update Agenda for 11/05 GAO meeting [Violation of Admin Code 67.7]

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good morning,
I would like to bring your attention to the following description published last night in the SF Examiner:

“Mar said the discussion would be held in public despite the item appearing in the closed-session section of the agenda.”

At this point, we strongly encourage you to cancel the meeting as it is a clear and well-documented violation of the Brown act.

We would be open to a call to discuss as this would save us both time and resources moving forward.

Decisions/votes held in this meeting would be void and have to be heard again, delaying this even further than if you hold a properly noticed special meeting (if time is your concern).

Best,
Mylon & CCUSF

On Wed, Nov 4, 2020 at 8:25 AM Ciitzens United <concernedcitizensunitedsf@gmail.com> wrote:

Good morning,
We are widening the scope of this notification once more.

Please let us know if you have a competing legal interpretation OR the City’s plan for complying with the Brown act and/or Administrative code 67.7 as it relates to the improperly noticed agenda

for the 11/05/2020 Government Audit & Oversight Committee (GAO) meeting.

Please be advised that we are seeking a response and resolution to this matter by 6:00 PM PST, November 4th, 2020.

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In accordance with legal advice, we are adding in Supervisors Mar, Peskin, and Haney as well as Chair Mar's staff.

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Best,
Mylon & CCUSF

On Tue, Nov 3, 2020 at 11:10 AM Ciitzens United <concernedcitizensunitedsf@gmail.com> wrote:

Hello John, members of SOTF, and SFCAO,
We hope you all are doing well during these trying times.

We wanted to indicate that **the posted agenda is a violation of [The San Francisco Administrative Code section 67.7](#), which specifies:**

"At least 72 hours before a regular meeting, a policy body shall post an agenda containing a meaningful description of each item of business to be transacted or discussed at the meeting"

Specifically,

"A description is meaningful if it is sufficiently clear and specific to alert a person of average intelligence and education whose interests are affected by the item that he or she may have reason to attend the meeting or seek more information on the item."

However, [the posted agenda](#) makes it appear that BOTH "adopting and implementing the First Amendment to the 2018-2021 Memorandum of Understanding between the City and POA" and "approving settlement of two grievances filed by the POA against the City" will be heard in closed session, rather than in open session/public meeting.

In fact, they are noticed as a single item, which furthers that interpretation.

Therefore, if someone had interests affected by the SFPOA memorandum, then they would NOT understand that they have reason to attend the meeting because the SFPOA MOU hearing would not be discussed in the public meeting.

Furthermore, there is precedent for a clear & properly noticed agenda in which settlements and MOU discussions are heard separately as was done [in this agenda in 2018](#):

Most importantly, it has already been empirically shown that this agenda is NOT understood by persons of average intelligence and education with affected interests as one that would give them reasons to attend the meeting to seek more information on the item as ***multiple members of the press, legal non-profits, and members of the public have reached out to Supervisors offices asking whether or not the SFPOA MOU will be discussed at the public meeting because this agenda does NOT convey that parties with affected interests have reason to attend the meeting. There are public records of this.***

Therefore, this agenda is in violation of the Brown act AND/OR SF Administrative code 67.7.

For reference, the current agenda states:

[Convene in Closed Session - Existing Litigation - City as Plaintiff and/or Defendant]
Motion that the Government Audit and Oversight Committee of the Board of Supervisors convene in closed session with the City Attorney for the purpose of conferring with, or receiving advice from, the City Attorney regarding the following existing litigation and anticipated litigation. Administrative Code Section 67.10(d) permit this closed session. Discussion in open session concerning these matters would likely and unavoidably prejudice the position of the City in the pending lawsuits and claims listed below. After a closed session, if one occurs, the Committee shall adopt a motion either to disclose or not to disclose. [Memorandum of Understanding and Settlement of Grievances - Police Officers Association] Sponsor: Mayor Ordinance adopting and implementing the Tentative Agreement between the City and County of San Francisco and the San Francisco Police Officers Association ("POA"), including: (1) adopting and implementing the First Amendment to the 2018-2021 Memorandum of Understanding between the City and POA, to defer wage increases currently set for FY2020-2021, amend the retention premium provisions, amend the 10B overtime provisions, extend the term by two years, and set wages for the additional term; and (2) approving settlement of two grievances filed by the POA against the City, for a not to exceed amount of \$359,613.87; the grievances were filed on March 25, 2020, and June 29, 2020, and involve compensation disputes under the Memorandum of Understanding.

If your interpretation of Administrative Code 67.7 differs, please provide an explanation.

Otherwise, **if you could please correct the agenda to be in compliance with Administrative**

code 67.7 (and/or the Brown act) and post it if sufficient time exists or reschedule the meeting, not only for the sake of compliance, but also for accessibility, that would be greatly appreciated.

Please acknowledge receipt of this email.

Best,

Mylon on behalf of CCUSF

From: [aeboken](#)
To: [BOS-Supervisors](#); [BOS-Legislative Aides](#)
Subject: SUPPORTING Land Use and Transportation Committee Agenda Item #1 Administrative Code - Eviction of Commercial Tenants During COVID-19 Pandemic File #201056
Date: Saturday, October 31, 2020 7:14:15 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

TO: Board of Supervisors members

I am strongly supporting the commercial eviction moratorium during the COVID-19 pandemic.

Eileen Boken
Coalition for San Francisco Neighborhoods*

*For identification purposes only.

Sent from my Verizon, Samsung Galaxy smartphone

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: PUBLIC COMMENT - Land Use Committee - Item #1 (Business Eviction) - IN SUPPORT
Date: Monday, November 2, 2020 2:04:00 PM
Attachments: [PUBLIC COMMENT - Land Use Committee November 2 2020 Item 1 Small Business Evictions.docx](#)

From: Lori <lorimmmw@hotmail.com>

Sent: Monday, November 2, 2020 1:56 PM

To: Major, Erica (BOS) <erica.major@sfgov.org>

Cc: Peskin, Aaron (BOS) <aaron.peskin@sfgov.org>; Preston, Dean (BOS) <dean.preston@sfgov.org>; asha.safai@sfgov.org; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>

Subject: PUBLIC COMMENT - Land Use Committee - Item #1 (Business Eviction) - IN SUPPORT

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

November 2, 2020

Land Use Committee – **PUBLIC COMMENT - IN SUPPORT**

Item #1. 201056 [Administrative Code - Eviction of Commercial Tenants During COVID-19 Pandemic]

Sponsors: Peskin; Preston, Mar and Walton

Ordinance amending the Administrative Code to temporarily restrict landlords from evicting commercial tenants for non-payment of rent that was not paid due to the COVID-19 pandemic.

To Supervisor Peskin, Supervisor Preston and Supervisor Safai:

Thank you for allowing me to **voice my SUPPORT for the ordinance to halt the eviction of small businesses (tenants)**.

My name is Lori Matoba, and I am a native San Franciscan who lives in and has grown up in Japantown.

I have seen this pandemic devastate small businesses in Japantown and others throughout the city. They have had every challenge thrown at them over the past eight months, and most are barely hanging on to survive. Our many cultural districts in San Francisco are what make our City unique – and the small family-owned restaurants and stores are what bring people to our neighborhoods.

I urge the Land Use Committee to recommend that the Board of Supervisors **APPROVE** this ordinance to give small businesses in San Francisco a fighting chance to get back on their feet.

**Small businesses are what make San Francisco so vibrant! Please
SAVE THEM before they close their doors permanently!**

Thank you!

Lori Matoba-Wun

1839 Steiner Street

San Francisco, CA 94115

(415) 606-7481

From: [Board of Supervisors \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: support Japan town small businesses (File No. 201056)
Date: Monday, November 2, 2020 2:08:00 PM

-----Original Message-----
From: cjoefunston@juno.com <cjoefunston@juno.com>
Sent: Monday, November 2, 2020 11:25 AM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I am writing in support of the Ordinance sponsored by Supervisor Peskin and Preston to support small businesses.

Sincerely,
Cynthia Joe
1400 Geary Blvd. #408
SF CA 94109

Sponsored by <https://www.anl-protection.com/v1/ind/>
 orbits%3A/www.newser.com%3Futm_source%3Dprint%26utm_medium%3Dios%26utm_campaign%3Dios_taglines_more&OTESn2lNjVnJGZBnZA=&h=NGQyZTkwMzJlZDMYjA1YTc4MkxNDGN0T5NfZDZNGRMDJlZDlN2SZDEngANDASyYwM2MwNjA0A=&p=YYAaOnNmZH0yOmZjYWSbmgZmZpY2UwNjVlZlUwXzC1Y1Y1W4Q4Nz3ZmNOGlsNWFpM0YzZW8lM2V2ZmVnVnASNTUyOeYs

[illegible]

From: [Deanna McDougall](#)
To: [Brown, Vallie \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Haney, Matt \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Ronen, Hillary](#); [Safai, Ahsha \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Yee, Norman \(BOS\)](#); [Board of Supervisors, \(BOS\)](#)
Subject: I Support the Stop Secret Surveillance Ordinance
Date: Thursday, October 29, 2020 1:21:03 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear members of the Board of Supervisors,

As a San Francisco resident, I am writing to urge you to pass the Stop Secret Surveillance Ordinance.

This ordinance empowers the people of San Francisco to participate in meaningful decisions about government surveillance technology.

As you know, this ordinance is the result of robust and open debate among the city's residents, civil society organizations, and government stakeholders. In providing an opportunity for robust and informed community engagement before adopting technologies with the power to chill free speech and disproportionately burden marginalized members of our community, the Stop Secret Surveillance Ordinance puts into action the values that make our city a shining light in a troubled nation.

Community control, accountability, and transparency are essential to meaningful engagement in the democratic process and a free society.

I ask you to stand with your constituents and vote in support of this ordinance.

Thank you!

Deanna McDougall
94107

From: [Jay Taylor](#)
To: [Preston, Dean \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Haney, Matt \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Ronen, Hillary](#); [Safai, Ahsha \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Yee, Norman \(BOS\)](#); [Board of Supervisors, \(BOS\)](#)
Subject: Stop SFPD's illegal use of private cameras to spy on Black-led protests against police violence.
Date: Saturday, October 31, 2020 9:40:36 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear members of the Board of Supervisors,

As a San Francisco resident, I am writing to urge you to prohibit the San Francisco Police Department (SFPD) and other city agencies from making real-time use of private networks of surveillance cameras, and from obtaining data dumps of footage from these systems.

With overwhelming Board support, the Stop Secret Surveillance ordinance was adopted to empower the people of San Francisco to participate in meaningful decisions about government surveillance technology and to prohibit city use of face recognition technology. The Electronic Frontier Foundation recently revealed that, without notifying the public or the Board of Supervisors, the SFPD established real-time access to the Union Square Business Improvement Districts' surveillance camera system. The SFPD did so in order to spy on protests calling for an end to police violence against Black people. Situations like this are precisely what the ordinance was passed to prevent.

As you know, the Stop Secret Surveillance ordinance is the result of robust and open debate among the city's residents, civil society organizations, and government stakeholders. In providing an opportunity for robust and informed community engagement before adopting technologies with the power to chill free speech and disproportionately burden marginalized members of our community, the Stop Secret Surveillance Ordinance puts into action the values that make our city a shining light in a troubled nation.

Public safety requires trust between the public and the agencies sworn to keep them safe. With this in mind, I ask that you rebuke unlawful spying on activity protected by the First Amendment and the California Constitution, and take immediate action to prevent further harm by banning real-time SFPD use of private surveillance camera systems and data dumps of footage from those systems.

Respectfully,

Jay Taylor

From: myopix@sbcglobal.net
To: [Preston, Dean \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Haney, Matt \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Ronen, Hillary](#); [Safai, Ahsha \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Yee, Norman \(BOS\)](#); [Board of Supervisors, \(BOS\)](#)
Subject: Stop SFPD's illegal use of private cameras to spy on Black-led protests against police violence.
Date: Saturday, October 31, 2020 2:43:42 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear members of the Board of Supervisors,

As a San Francisco resident, I am writing to urge you to prohibit the San Francisco Police Department (SFPD) and other city agencies from making real-time use of private networks of surveillance cameras, and from obtaining data dumps of footage from these systems.

With overwhelming Board support, the Stop Secret Surveillance ordinance was adopted to empower the people of San Francisco to participate in meaningful decisions about government surveillance technology and to prohibit city use of face recognition technology. The Electronic Frontier Foundation recently revealed that, without notifying the public or the Board of Supervisors, the SFPD established real-time access to the Union Square Business Improvement Districts' surveillance camera system. The SFPD did so in order to spy on protests calling for an end to police violence against Black people. Situations like this are precisely what the ordinance was passed to prevent.

As you know, the Stop Secret Surveillance ordinance is the result of robust and open debate among the city's residents, civil society organizations, and government stakeholders. In providing an opportunity for robust and informed community engagement before adopting technologies with the power to chill free speech and disproportionately burden marginalized members of our community, the Stop Secret Surveillance Ordinance puts into action the values that make our city a shining light in a troubled nation.

Public safety requires trust between the public and the agencies sworn to keep them safe. With this in mind, I ask that you rebuke unlawful spying on activity protected by the First Amendment and the California Constitution, and take immediate action to prevent further harm by banning real-time SFPD use of private surveillance camera systems and data dumps of footage from those systems.

Respectfully,
Marianne Yusavage
95118

Sent from my 4G LTE

From: [Ms. Jocelyn](#)
To: [Preston, Dean \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Haney, Matt \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Ronen, Hillary](#); [Safai, Ahsha \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Yee, Norman \(BOS\)](#); [Board of Supervisors, \(BOS\)](#)
Subject: Stop SFPD's illegal use of private cameras to spy on Black-led protests against police violence.
Date: Sunday, November 1, 2020 2:05:03 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear members of the Board of Supervisors, As a San Francisco resident, I am writing to urge you to prohibit the San Francisco Police Department (SFPD) and other city agencies from making real-time use of private networks of surveillance cameras, and from obtaining data dumps of footage from these systems. With overwhelming Board support, the Stop Secret Surveillance ordinance was adopted to empower the people of San Francisco to participate in meaningful decisions about government surveillance technology and to prohibit city use of face recognition technology. The Electronic Frontier Foundation recently revealed that, without notifying the public or the Board of Supervisors, the SFPD established real-time access to the Union Square Business Improvement Districts' surveillance camera system. The SFPD did so in order to spy on protests calling for an end to police violence against Black people. Situations like this are precisely what the ordinance was passed to prevent. As you know, the Stop Secret Surveillance ordinance is the result of robust and open debate among the city's residents, civil society organizations, and government stakeholders. In providing an opportunity for robust and informed community engagement before adopting technologies with the power to chill free speech and disproportionately burden marginalized members of our community, the Stop Secret Surveillance Ordinance puts into action the values that make our city a shining light in a troubled nation. Public safety requires trust between the public and the agencies sworn to keep them safe. With this in mind, I ask that you rebuke unlawful spying on activity protected by the First Amendment and the California Constitution, and take immediate action to prevent further harm by banning real-time SFPD use of private surveillance camera systems and data dumps of footage from those systems. Respectfully,

[Sent from Yahoo Mail on Android](#)

From: [Mike Nightingale](#)
To: [Preston, Dean \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Haney, Matt \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Ronen, Hillary](#); [Safai, Ahsha \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Yee, Norman \(BOS\)](#); [Board of Supervisors, \(BOS\)](#)
Subject: Stop SFPD's illegal use of private cameras to spy on Black-led protests against police violence.
Date: Monday, November 2, 2020 1:14:14 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear members of the Board of Supervisors,

As a San Francisco resident for 37 years, I am writing to urge you to prohibit the San Francisco Police Department (SFPD) and other city agencies from making real-time use of private networks of surveillance cameras, and from obtaining data dumps of footage from these systems.

With overwhelming Board support, the Stop Secret Surveillance ordinance was adopted to empower the people of San Francisco to participate in meaningful decisions about government surveillance technology and to prohibit city use of face recognition technology. The Electronic Frontier Foundation recently revealed that, without notifying the public or the Board of Supervisors, the SFPD established real-time access to the Union Square Business Improvement Districts' surveillance camera system. The SFPD did so in order to spy on protests calling for an end to police violence against Black people. Situations like this are precisely what the ordinance was passed to prevent.

As you know, the Stop Secret Surveillance ordinance is the result of robust and open debate among the city's residents, civil society organizations, and government stakeholders. In providing an opportunity for robust and informed community engagement before adopting technologies with the power to chill free speech and disproportionately burden marginalized members of our community, the Stop Secret Surveillance Ordinance puts into action the values that make our city a shining light in a troubled nation.

Public safety requires trust between the public and the agencies sworn to keep them safe. With this in mind, I ask that you rebuke unlawful spying on activity protected by the First Amendment and the California Constitution, and take immediate action to prevent further harm by banning real-time SFPD use of private surveillance camera systems and data dumps of footage from those systems.

Respectfully,

Mike Nightingale

Sent from my iPad

From: [Tyson](#)
To: [Preston, Dean \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Haney, Matt \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Ronen, Hillary](#); [Safai, Ahsha \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Yee, Norman \(BOS\)](#); [Board of Supervisors, \(BOS\)](#)
Subject: Stop SFPD's illegal use of private cameras to spy on Black-led protests against police violence.
Date: Wednesday, November 4, 2020 6:00:03 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear members of the Board of Supervisors,

I am writing to urge you to prohibit the San Francisco Police Department (SFPD) and other city agencies from making real-time use of private networks of surveillance cameras, and from obtaining data dumps of footage from these systems.

With overwhelming Board support, the Stop Secret Surveillance ordinance was adopted to empower the people of San Francisco to participate in meaningful decisions about government surveillance technology and to prohibit city use of face recognition technology. The Electronic Frontier Foundation recently revealed that, without notifying the public or the Board of Supervisors, the SFPD established real-time access to the Union Square Business Improvement Districts' surveillance camera system. The SFPD did so in order to spy on protests calling for an end to police violence against Black people. Situations like this are precisely what the ordinance was passed to prevent.

As you know, the Stop Secret Surveillance ordinance is the result of robust and open debate among the city's residents, civil society organizations, and government stakeholders. In providing an opportunity for robust and informed community engagement before adopting technologies with the power to chill free speech and disproportionately burden marginalized members of our community, the Stop Secret Surveillance Ordinance puts into action the values that make our city a shining light in a troubled nation.

Public safety requires trust between the public and the agencies sworn to keep them safe. With this in mind, I ask that you rebuke unlawful spying on activity protected by the First Amendment and the California Constitution, and take immediate action to prevent further harm by banning real-time SFPD use of private surveillance camera systems and data dumps of footage from those systems.

Respectfully,
Tyson

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: SF needs 30 Right Now (File No. 201185)
Date: Thursday, November 5, 2020 12:04:00 PM

From: Sarah Wolfish <wolfishsarah@gmail.com>
Sent: Thursday, November 5, 2020 11:50 AM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; Breed, Mayor London (MYR) <mayorlondonbreed@sfgov.org>
Cc: Fewer, Sandra (BOS) <sandra.fewer@sfgov.org>; Mandelman, Rafael (BOS) <rafael.mandelman@sfgov.org>; Yee, Norman (BOS) <norman.yee@sfgov.org>; Kirkpatrick, Kelly (MYR) <kelly.kirkpatrick@sfgov.org>; Major, Erica (BOS) <erica.major@sfgov.org>
Subject: SF needs 30 Right Now

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisors and Mayor,

My name is Sarah and I am a proud D5 resident and Bay Area native. I am writing to you all in support of Matt Haney's legislation that would set a 30% standard for all supportive housing in San Francisco, introduced on October 20, 2020 (File: 201185), and for the Mayor to properly fund this by the 2021-2022 budget cycle.

We are on the verge of a nationwide eviction crisis. Thanks to your leadership (shout out to my Supervisor, Dean Preston!), San Francisco is protecting our tenants with eviction moratoriums and rent relief funding. However, we need to do more, especially for our most vulnerable tenants.

Many formerly homeless tenants in city contracted housing are starving and rent burdened, not by a private landlord, but by the city and county of San Francisco. **Shame on us.** Supervisor Haney's legislation would correct this injustice, which applies to supportive housing buildings that came online before 2016, when all new buildings would follow the 30% standard.

A significant number of these tenants (the vast majority of whom are disabled) are Black, seniors, and LGBTQ+ Those who care about racial justice need to find a way to correct these housing inequities, and COVID-19 only laid bare how economic inequality can hurt the most vulnerable and posed extra expenses for many supportive housing tenants. In addition, according to the 2019–20 evictions report from the Department of Homelessness and Supportive Housing, numerous housing sites with rent burdens have had households with multiple eviction notices for non-payment of rent.

The #30RightNow Coalition (policy statement viewable here: <https://medium.com/@30rightnow/we-are-the-30rightnow-coalition-fef2fde8c442>) is a tenant-led coalition consisting of many trusted organizations such as the Supportive Housing Providers Network, Homeless Emergency Services Providers Network, DISH, Episcopal Community Services SF, The Housing Rights Committee, the Coalition on Homelessness, and many more, and we are

demanding that the City go all out to get a universal 30% standard in supportive housing by the 2021-2022 budget cycle. This is **20 years long overdue**, it follows a long-standing federal standard, and would help so many weather this crisis and enhance their lives and prevent evictions.

Sincerely,
Sarah Wolfish
District 5

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: Open Letter to Mayor London Breed from the Black Employees Alliance and Coalition Against Anti-Blackness
Date: Monday, November 2, 2020 11:39:00 AM

From: Black Employee Alliance <blackemployeealliance@gmail.com>

Sent: Sunday, November 1, 2020 7:50 PM

To: Tumlin, Jeffrey (MTA) <Jeffrey.Tumlin@sfmta.com>; Tumlin, Jeffrey (MTA) <Jeffrey.Tumlin@sfmta.com>; Ackerman, Kimberly (MTA) <Kimberly.Ackerman@sfmta.com>
Cc: Breed, Mayor London (MYR) <mayorlondonbreed@sfgov.org>; Bruss, Andrea (MYR) <andrea.bruss@sfgov.org>; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; Haney, Matt (BOS) <matt.haney@sfgov.org>; MandelmanStaff, [BOS] <mandelmanstaff@sfgov.org>; Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Peskin, Aaron (BOS) <aaron.peskin@sfgov.org>; Preston, Dean (BOS) <dean.preston@sfgov.org>; Fewer, Sandra (BOS) <sandra.fewer@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; Safai, Ahsha (BOS) <ahsha.safai@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; Yee, Norman (BOS) <norman.yee@sfgov.org>; CivilService, Civil (CSC) <civilservice@sfgov.org>; District Attorney, (DAT) <districtattorney@sfgov.org>; Simley, Shakirah (HRC) <shakirah.simley@sfgov.org>; Davis, Sheryl (HRC) <sheryl.davis@sfgov.org>; Chicuata, Brittni (HRC) <brittni.chicuata@sfgov.org>; jdoherty@ibew6.org; cityworker@sfcwu.org; clavery@oe3.org; mbrito@oe3.org; tneep@oe3.org; oashworth@ibew6.org; debra.grabelle@ifpte21.org; kgeneral@ifpte21.org; jbeard@ifpte21.org; tmathews@ifpte21.org; varaullo@ifpte21.org; ewallace@ifpte21.org; aflores@ifpte21.org; smcgarry@nccrc.org; larryjr@ualocal38.org; jchiarenza@ualocal38.org; SEichenberger@local39.org; Richard Koenig <richardk@smw104.org>; anthonyu@smw104.org; Charles, Jasmin (MTA) <Jasmin.Charles@sfmta.com>; twulocal200@sbcglobal.net; roger marenco <rmarenco@twusf.org>; pwilson@twusf.org; laborers261@gmail.com; bart@dc16.us; dharrington@teamster853.org; MLeach@ibt856.org; jason.klumb@seiu1021.org; theresa.rutherford@seiu1021.org; XiuMin.Li@seiu1021.org; Hector.Cardenas@seiu1021.org; pmendeziamaw@comcast.net; mjayne@iam1414.org; raquel@sfmea.com (contact) <raquel@sfmea.com>; christina@sfmea.com; criss@sfmea.com; rudy@sflaborcouncil.org; l200twu@gmail.com; local200twu@sbcglobal.net; lkuhls@teamsters853.org; staff@sfmea.com; president@sanfranciscodsa.com; SFDPOA@icloud.com; sfbia14@gmail.com; ibew6@ibew6.org

Subject: Fwd: Open Letter to Mayor London Breed from the Black Employees Alliance and Coalition Against Anti-Blackness

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good evening SFMTA Director Jeffrey Tumlin, and Human Resources Director Kimberly Ackerman -

The Black Employees Alliance and Coalition Against Anti-Blackness was contacted last week by several employees who expressed significant concerns about filing potential discrimination and harassment complaints through the DHR-EEO Complaint Process. These employees are wanting to file formal complaints but lack faith in the DHR-EEO complaint process and investigatory practices, based upon recent allegations and proof of corruption (noted in the articles attached below). These

employees (along with several other employees **whose existing complaints are still being investigated by DHR-EEO; some of which were never investigated and are more than 12-months old**) are also concerned that the SFMTA has not taken proper steps to halt investigations by DHR-EEO, due to other Black SFMTA employees who were recently harmed by DHR. As a result, we have directed such employees to file complaints with the [Department of Fair Employment and Housing \(DFEH\)](#), or the [Federal Equal Employment Opportunity Commission](#).

We are concerned for Black employees at the SFMTA, who do feel supported by members of the current leadership, and do not have appropriate outlets to report discrimination and harassment complaints.

As a result, we are requesting that you provide:

- Current guidance and options available to SFMTA employees on filing harassment and discrimination complaints
- Clarification about DHR's current role with investigating discrimination and harassment complaints
- Efforts SFMTA is taking, or has taken within the last 6 weeks to secure other investigatory complaint resource

We would appreciate a prompt response.

Best,

Black Employee Alliance and Coalition Against Anti-Blackness

----- Forwarded message -----

From: **Black Employee Alliance** <blackemployeealliance@gmail.com>

Date: Mon, Oct 19, 2020 at 12:00 PM

Subject: Open Letter to Mayor London Breed from the Black Employees Alliance and Coalition Against Anti-Blackness

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<Kimberly.Burrus@sfmta.com>, Kim <Kim.Cox@sfmta.com>, Daryl <Daryl.Robinson@sfmta.com>, Vicki <Vicki.Davis@sfmta.com>, Zulaika <Zulaika.Mayfield@sfmta.com>, Devon <Devon.Anderson@sfmta.com>, Shamann (BOS) <shamann.walton@sfgov.org>, Damon <Damon.Wilson@sfmta.com>, Gregory Tyson <geetee550@comcast.net>, Brian Thompson <brianjthompson78@yahoo.com>, Andre <Andre.Wright@sfmta.com>, Melvin <Melvin.Brown@sfmta.com>, Michael <Michael.Henry@sfmta.com>, Sterling Haywood <ster314@hotmail.com>, Sterling <Sterling.Haywood@sfmta.com>, Troy <Troy.Cato@sfmta.com>, Eric <Eric.C.Williams@sfmta.com>, Erik L <Erik.Morris@sfmta.com>, Lanair <Lanair.Haynes@sfmta.com>, Dwayne Dixon <dwaynedixon550@yahoo.com>, JaMazz <Ja'Mazz.Fisher@sfmta.com>, Khristophre <Khristophre.CombsBell@sfmta.com>, Gerald <Gerald.Williams@sfmta.com>, Lamont <Lamont.Poole@sfmta.com>, William <William.McManus@sfmta.com>, melvin williams <meljr415@yahoo.com>, Kenneth <Kenneth.Anderson@sfmta.com>, Trevor <Trevor.Adams@sfmta.com>, Bernard <Bernard.Henderson@sfmta.com>, Greg <Greg.Valentine@sfmta.com>, Adrian <Adrian.Scott@sfmta.com>, Steven <Steven.Jackson@sfmta.com>, Edward <Edward.Dennis@sfmta.com>, Geoffrey H <Geoffrey.Diggs@sfmta.com>, <ifyomokaro@gmail.com>, <pamelamjohnson@gmail.com>, Peacock, Gladys (MTA) <Gladys.Peacock@sfmta.com>, Brown, Ronna (MTA) <Ronna.Brown@sfmta.com>, Christian, Nicole (MTA) <Nicole.Christian@sfmta.com>, Dunn, Sienna (MTA) <Sienna.Dunn@sfmta.com>, Jones, Luke (MTA) <Luke.Jones@sfmta.com>, David, Harun (MTA) <Harun.David@sfmta.com>, Pamela (MTA) <Pamela.Johnson@sfmta.com>, Alicia (MTA) <Alicia.Evans@sfmta.com>, Brown, Anthony (MTA) <Anthony.Brown@sfmta.com>, Holmes, Elliott (MTA) <Elliott.Holmes@sfmta.com>, Smith, Stephanie (MTA) <Stephanie.Smith2@sfmta.com>, Anthony, Artrese <Artrese.Anthony@sfmta.com>, Cross, Doretha (MTA) <Doretha.Cross@sfmta.com>, Allensworth, Ericka (MTA) <Ericka.Allensworth@sfmta.com>, Guthrie, Jesse (MTA) <Jesse.Guthrie@sfmta.com>, Faucette, Kimberly (MTA) <Kimberly.Faucette@sfmta.com>, Haynes, Denisha (MTA) <Denisha.Haynes@sfmta.com>, Ali Yagmus Coskun <yagmuralic14@hotmail.com>, Stacey Rodgers <abilityisanattitude@yahoo.com>, Kav Hambira <kavena.hambira@gmail.com>, Brenda Barros <brendabarros@rocketmail.com>, Marquitta (HSA) <marquitta.collins@sfgov.org>, Selina (HSA) <Selina.Keene@sfgov.org>, Tamisha (HSA) <Tamisha.Mouton@sfgov.org>, cheryl thornton <cherylthornton@sbcglobal.net>, Henrietta (JUV) <henrietta.lee@sfgov.org>, <ymissysheila@aol.com>, <butchbeasley@att.net>, <diane@rencenter.org>, <dorothybenton@sbcglobal.net>, <Cedc.com@juno.com>, <al@awconsul.com>, <Luv2danzalot@yahoo.com>, <sojournertrughffa@gmail.com>, <cetatum@aol.com>, <alguidry@comcast.net>, <Smhay1@aol.com>, <plentygoodrm@yahoo.com>, Selina (HSA) <Selina.keene@sfgov.org>, <nopner@yahoo.com>, <bettybroussard@sbcglobal.net>, <Lmuha4@aol.com>, <jennyspurlock@hotmail.com>, <geraldinecgere@aol.com>, <sfpcoleman@aol.com>, <toyet@aol.com>, <pameladknight@gmail.com>, <smurray@sflower.org>, <tlarkso@ccsf.edu>, <gforce_ginab@yahoo.com>, <emailgracekong@gmail.com>, <ammee.alvior@sfmta.com>, <tracy.minicucci@sfmta.com>, <ana.vasudeo@sfmta.com>, <mariana.maguire@sfmta.com>, <jesse.rosemoore@sfmta.com>

Good morning Mayor Breed

The Black Employees Alliance reached-out to you directly in early September, alerting you about corruption at the Department of Human Resources, with a message that was titled, "Corruption at DHR" (which was the original message in which former Director Micki Callahan responded). Our organization's message, sent on behalf of more than 500 Black employees citywide, was an attempt to engage you about department-and-city-wide corruption, that implicated Rebecca Sherman, former EEO Manager; Linda Simon, DHR-EEO Director; and Micki Callahan, former Director of Human Resources. While we did not receive a direct response from you, we did receive a response directly from Micki Callahan. Many employees who are members of the Black Employees Alliance wondered how Micki Callahan received the letter since it was not addressed to her; but forwarded directly to you as well as members of the Board of Supervisors. We also wondered, who in your administration (or on the Board potentially), would have advised you to allow Micki Callahan to address the Black Employees Alliance directly, rather than launching your own investigation into Callahan's and potentially Linda Simon's misdeeds. Furthermore, Micki Callahan's letter to the BEA, was an attempt to sacrifice Rebecca Sherman as a "Rogue Employee", a lone wolf. We now know that [Micki Callahan and most likely Linda Simon, were both aware of unethical practices, corruption, moral turpitude and behavior by Rebecca Sherman, roughly a month before Micki Callahan's email to the Black Employees Alliance in mid-September; which is evidenced by the email embedded into the article written this morning by Mission Local.](#) We also are very saddened by this because of the insurmountable and insignificant injury that the entire ordeal has caused to one of our members, Kathy Broussard, who works for the SFMTA.

There are multiple problems here.

In Micki Callahan's initial response to the Black Employees Alliance, she mentioned, she and the leadership at DHR were just as shocked as the BEA to find out about Rebecca Sherman's behavior. Callahan's email to Juratovac proves that she in fact was "not as shocked" because she actually knew about Sherman's misdeeds more than one month before the situation with Broussard unfolded. In addition, Micki Callahan was allowed by the City to try and clean up her own mess, a mess in which both she and DHR-EEO Director Linda Simon, were both deeply implicated.

Another apparent problem in this equation seems to be, your trusted advisors; most likely your Chief of Staff Sean Elsbernd and whoever else is advising you on issues about the workforce. This is the BEA's observation based on the fact that your advisors allowed you to [issue a Press Release about Micki's departure from the City on September 25, 2020. The press release contained glowing remarks about Callahan's service and she was allowed to exit the City, maintaining a reputation of good standing.](#) How and why would they allow you to issue a Press Release with glowing remarks about the outgoing director during an active investigation by the District Attorney, in which Callahan and Simon are potentially most likely both involved? Not only was this a move that did not have your best interest involved, there is no way you should have ever been advised to issue such a statement. Whoever oversaw the draft of the release and then advised you to put your name on it must have had some allegiance and/or loyalty to Director Callahan. Whatever the actual facts are, you were advised improperly and negligently. Because of the potential allegiance to, and trusting of Micki Callahan, DHR/EEO was allowed to continue management and oversight of harassment and discrimination complaints of all employees citywide past mid-September 2020, when you and other City leadership were initially contacted by the Black Employees Alliance at that time. This means

that all harassment and discrimination complaints have been continued to be managed by a corrupt and unethical operation for more than two months, while the former Director of Human Resources (Callahan) and current Director of DHR-EEO Simon, have attempted to cover-up their involvement in the ever-growing scandal that is plaguing the City at this moment; eroding public trust, and the trust of public servants who work at the City and County of San Francisco.

Black employees, including many at the San Francisco Municipal Transportation Agency , Fire Department, Police Department, Office of Economic and Workforce Development, Sheriff's Department, Homelessness and Supportive Housing, and the Library along with Labor Unions have rallied for the EEO operation to be halted at DHR, and that the City work to locate an independent investigatory agency until a full and independent investigation has been completed by the District Attorney, and independent investigator; and yet we see that there has been no action to triage this situation. In fact, one of our other members [Irella Blackwood, Accounting Manager at the SFMTA, has a parallel situation to that of Nicol Juratovac, Assistant Fire Chief – highlighted on the Mission Local article.](#) Irella Blackwood was also led to believe that there would be findings.

This past Friday, October 16, 2020, Mrs. Blackwood, received a letter stating that DHR/EEO was in the process of relooking into her complaint . Several other members of the Black Employees Alliance, including Jumoke Akin-Taylor, Dante King, and Kathy Broussard also received letters. The letters were signed by Linda Simon, who is still being allowed to be the Director of DHR-EEO. This makes no sense to us; and we do not want this! These actions serve only to exacerbate corruption, a lack of ethics, and malfeasance on behalf of the City and County of San Francisco.

We urge you at once to use your authority to command order, ethics, and address criminal activity happening in the City and County of San Francisco at this moment.

There are specific department heads, who are in charge of their own budgets who could easily redirect monies from DHR-EEO to independent investigators, to oversee EEO complaints for their respective departments and **they have not done so**. These department heads have remained aligned with the mismanagement, unethical, and corrupt practices of DHR and DHR leadership; as evidenced by the letters received on Friday, October 16, 2020 (see attached). They are now complicit with DHR in malfeasance, unethical practices, corruption and moral turpitude.

The Black Employees Alliance is writing this letter because we are again concerned about the safety of Black employees and we are concerned about you as our leader, and the first Black, female, Mayor. It has become abundantly clear that you are being ill-advised by your most trusted advisors, in regards to decisions about the workforce. Therefore we are requesting a meeting with you, to be scheduled within the next month. We are also requesting that we, The Black Employee Alliance, be provided with on-going access to you directly, in the form of regularly scheduled meetings, face-to-face, every four months; positioned as an Employee Advisory Council. You deserve better than the mediocre and/or less than adequate counsel and advise which is what you seemed to have received in this situation.

It is our hope that we can partner to help address and resolve the issues concerning Black employees moving forward, that our concerns are not dismissed, and that our request for this partnership is not

dismissed. We are requesting an expeditious response, from you directly rather than your advisors; and again, a meeting between you, our Mayor and fearless leader, and the Black Employee Alliance directly.

We look forward to a response from you very soon. With gratitude, appreciation and thanks.

The Black Employee Alliance and Coalition Against Anti-Blackness

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: FW: *** PRESS RELEASE *** SAN FRANCISCO TO LAUNCH INDEPENDENT REVIEW OF CITY'S EQUAL EMPLOYMENT OPPORTUNITY PRACTICES TO PREVENT WORKPLACE DISCRIMINATION
Date: Tuesday, November 3, 2020 9:00:00 AM
Attachments: [image002.png](#)

From: Black Employee Alliance <blackemployeealliance@gmail.com>

Sent: Monday, November 2, 2020 6:03 PM

To: Tugbenyoh, Mawuli (HRD) <mawuli.tugbenyoh@sfgov.org>; Isen, Carol (HRD) <carol.isen@sfgov.org>; Black Employee Alliance <blackemployeealliance@gmail.com>

Cc: Breed, Mayor London (MYR) <mayorlondonbreed@sfgov.org>; Bruss, Andrea (MYR) <andrea.bruss@sfgov.org>; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; Haney, Matt (BOS) <matt.haney@sfgov.org>; MandelmanStaff, [BOS] <mandelmanstaff@sfgov.org>; Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Peskin, Aaron (BOS) <aaron.peskin@sfgov.org>; Preston, Dean (BOS) <dean.preston@sfgov.org>; Fewer, Sandra (BOS) <sandra.fewer@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; Safai, Ahsha (BOS) <ahsha.safai@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; Yee, Norman (BOS) <norman.yee@sfgov.org>; CivilService, Civil (CSC) <civilservice@sfgov.org>; District Attorney, (DAT) <districtattorney@sfgov.org>; rudy@sflaborcouncil.org; kim@sflaborcouncil.org; sflc@sflaborcouncil.org; SFPD, Commission (POL) <SFPD.Commission@sfgov.org>; Airport Commission Secretary (AIR) <airportcommissionsecretary@flysf.com>; Commission, Fire (FIR) <fire.commission@sfgov.org>; DPH, Health Commission (DPH) <HealthCommission.DPH@sfdph.org>; MTABoard@sfmta.com; info@sfwater.org; Koppel, Joel (CPC) <joel.koppel@sfgov.org>; Moore, Kathrin (CPC) <kathrin.moore@sfgov.org>; Chan, Deland (CPC) <deland.chan@sfgov.org>; Diamond, Susan (CPC) <sue.diamond@sfgov.org>; Fung, Frank (CPC) <frank.fung@sfgov.org>; Imperial, Theresa (CPC) <theresa.imperial@sfgov.org>; jdoherty@ibew6.org; cityworker@sfcwu.org; clavery@oe3.org; mbrito@oe3.org; tneep@oe3.org; oashworth@ibew6.org; debra.grabelle@ifpte21.org; kgeneral@ifpte21.org; jbeard@ifpte21.org; tmathews@ifpte21.org; varaullo@ifpte21.org; ewallace@ifpte21.org; aflores@ifpte21.org; smcgarry@nccrc.org; larryjr@ualocal38.org; jchiarenza@ualocal38.org; SEichenberger@local39.org; Richard Koenig <richardk@smw104.org>; anthonyu@smw104.org; Charles, Jasmin (MTA) <Jasmin.Charles@sfmta.com>; twulocal200@sbcglobal.net; roger marenco <rmarenco@twusf.org>; pwilson@twusf.org; laborers261@gmail.com; bart@dc16.us; dharrington@teamster853.org; MLeach@ibt856.org; jason.klumb@seiu1021.org; theresa.rutherford@seiu1021.org; XiuMin.Li@seiu1021.org; Hector.Cardenas@seiu1021.org; pmendeziamaw@comcast.net; mjayne@iam1414.org; raquel@sfmea.com (contact) <raquel@sfmea.com>; christina@sfmea.com; criss@sfmea.com; l200twu@gmail.com; local200twu@sbcglobal.net; lkuhls@teamsters853.org; staff@sfmea.com; president@sanfranciscodsa.com; SFDPOA@icloud.com; sfbia14@gmail.com; ibew6@ibew6.org

Subject: Re: FW: *** PRESS RELEASE *** SAN FRANCISCO TO LAUNCH INDEPENDENT REVIEW OF CITY'S EQUAL EMPLOYMENT OPPORTUNITY PRACTICES TO PREVENT WORKPLACE DISCRIMINATION

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good evening Mr. Tugbenyoh -

Thank you for providing a copy of Mayor Breed's Press Release about the review of DHR's EEO complaint practices. While the Black Employee Alliance recognizes that this is a good faith effort by Mayor Breed to ensure problems are addressed at DHR, we are hoping that these efforts reveal the tainted practices that lie beneath the surface of the EEO complaint "process". It is the BEA's hope that this effort goes beyond reviewing "standard operating procedures" which may be solicited from DHR-EEO managers and investigators (and other EEO personnel throughout the City) to demonstrate adequate processes and practices are in-tact; potentially signifying all is well, while minimizing the collusion and coercion indicated by other departmental HR professionals and indicated in Rebecca Sherman's resignation letter. It could also serve to assert that the problems with the DHR-EEO complaint process are minimal, and they are not - as continuously evidenced by a barrage of recent employee reports and testimonials shared with the Mayor's Office, Board of Supervisors, and other leaders on October 13th.

Member of the Black Employees Alliance (along with AFRAM SEIU 1021, Black Leadership Forum, and a host of non-Black allies) are hoping that this review extends to (and is not limited to):

1. Interviewing and surveying at least 250-350 employees who have submitted discrimination and harassment complaints throughout the last 5 years; with a mix of the target group being 50% Black (as Black employees tend to be more impacted than all other groups); and 50% female (comprehensive of people from diverse racial/ethnic backgrounds).
2. Confidentially and anonymously interviewing HR professionals (i.e. HR Managers, Departmental Personnel Officers, etc.) to ensure they can speak freely about the ways in which they have been coerced by multiple DHR-EEO employees to change language in complaints, and/or prolong investigations to exhaust the statute of limitations (which many employees are not aware of; or lose sight of during investigations that take 1-2 years on average).
3. Are guided to speak with members of the Black Employees Alliance and Coalition Against Anti-Blackness, to obtain insights about potential structural and operational changes to the process. There are more than 10 members who either have current or "recently" closed cases, who could provide very valuable feedback about their experiences with DHR-EEO.

Is this something that Director Isen and DHR would support, and can ensure will happen? The Black Employee Alliance hopes Mayor Breed and Director Isen would support these actions. If not, then the effort will prove to be performative; to serve a political agenda only, and possibly put the lid back on a container that is rife with corruption, lack of ethics, and misconduct.

Thank you again for forwarding this message to us.

We look forward to hearing from you soon!

Best,

Black Employees Alliance and Coalition Against Anti-

On Mon, Nov 2, 2020 at 3:10 PM Tugbenyoh, Mawuli (HRD) <mawuli.tugbenyoh@sfgov.org> wrote:

Dear colleagues-

Please see the attached press release regarding efforts being undertaken to reform the DHR EEO Division.

Should you have any questions or suggestions, please do not hesitate to let me or Director Isen know.

Regards,



Connecting People with Purpose

Mawuli Tugbenyoh 杜本樂

[He, Him, His]

Chief of Policy

Department of Human Resources

One South Van Ness Ave., 4th Floor

San Francisco, CA 94103

Phone: (415) 551-8942

Website: www.sfdhr.org

***** PRESS RELEASE *****

**SAN FRANCISCO TO LAUNCH INDEPENDENT REVIEW OF CITY'S
EQUAL EMPLOYMENT OPPORTUNITY PRACTICES TO PREVENT
WORKPLACE DISCRIMINATION**

An independent review will be led by former National Labor Relations Board Chairman William Gould and will be conducted alongside separate review by City Controller

San Francisco, CA — Mayor London N. Breed and Acting Human Resources Director Carol Isen today announced an independent and comprehensive review of the City's workplace policies and practices with a focus on claims of bias, harassment, discrimination, and retaliation. The investigation will be conducted by William B. Gould IV, Charles A. Beardsley Professor of Law, Emeritus, at the Stanford Law School. This investigation will be in addition to other efforts by the City to review and address concerns raised by employees about hiring, discipline, and retention

practices with the goal of restoring employee confidence and trust in the Equal Employment Opportunity (EEO) complaint process.

This announcement follows Mayor Breed's Executive Directive 18-02, issued in September 2018, which established consistent standards for employee recruitment, retention, and tracking of disciplinary actions with the goal of increasing diversity in the City's workforce and ensuring the workplace is place free from harassment, bias, and discrimination. Additionally, in response to concerns raised by San Francisco Municipal Transportation Agency (SFMTA) employees, in October 2018, Mayor Breed appointed an independent ombudsperson to review and make recommendations on reforms needed to ensure transparency, accountability, and the appropriate resolution of employee EEO claims at the SFMTA.

"We appreciate Professor Gould bringing in his expertise and experience to ensure that we are doing everything we can so that the structures we have in place are not creating a discriminatory environment in any way," said Mayor Breed. "Our workplaces need to be safe and welcoming spaces for all our workers, and that starts with making sure we have the right policies and procedures in place."

Carol Isen began serving as Acting Human Resources Director in October and has been committed to cultivating a culture of respect, accountability, and belonging, as well as other structural changes that will create better transparency for EEO claims to better serve City employees.

"Professor Gould, with his long career as a leading intellectual and practitioner in the field of labor and employment law and civil rights," said Acting Human Resources Director Carol Isen. "As a third party neutral arbitrator and factfinder, is eminently qualified to lead us through a comprehensive, neutral and fair review of our EEO complaint and investigatory processes to ensure they work for all employees."

"I am honored to receive and accept this charge," said Professor William Gould. "The people of San Francisco expect a government that functions judiciously and efficiently. I am committed to a thorough and independent examination, which will be fair, equitable and constructive. I look forward to working with all the concerned parties in this endeavor."

In addition to Professor Gould's investigation, City Controller Ben Rosenfield will also conduct a review of the EEO Division's internal controls and workflow, in order to assess any weaknesses in EEO's business processes that exposed the City to the misrepresentations made by one of its managers.

"We look forward to performing a comprehensive review of the existing EEO process and providing practical recommendations that will assist the Department of Human Resources in restructuring their EEO systems to better serve the employees of the City and County of San Francisco," said Ben Rosenfield, City Controller.

City data shows persistent inequities in the City workforce with respect to wages, and promotional opportunities. Most notably, in comparison to other races, Black employees overall hold lower-

paying positions, are disciplined more frequently, and file more claims of harassment or discrimination than their colleagues of other ethnicities file. The review will include interviews, listening sessions, research of existing City policies, examination of relevant documents, and identifying best practices from comparable jurisdictions.

“Black and Latinx employees of the City and County of San Francisco experience disproportionately adverse treatment,” said Sheryl Davis, Executive Director of the Human Rights Commission. “This examination of the City’s EEO process comes at a pivotal time in City government when these employees are demanding equitable treatment.”

Professor Gould will focus on:

- **The core provisions of the Equal Employment Opportunity Act:** The City’s current structure for receiving, investigating, and resolving employee claims of harassment, discrimination, retaliation, and other prohibited behavior in the workplace. This includes reviewing past processes, outcomes, and findings in employee EEO complaints;
- **Corrective Action and Discipline:** Methods to ensure behavior found to be a violation of the City’s workplace policies are addressed using fair and equal corrective action practices;
- **Data and Reporting:** Recommend best practices to track and report data regarding employee hiring, discipline, and termination with a focus on gender and race;
- **Training:** Review the effectiveness of current training practices for managers and supervisors and identifying additional support needed for these individuals in order to better supervise and resolve conflicts with employees from diverse backgrounds; and
- **Restorative practices:** Such as mediation and other innovative dispute resolution techniques which could be utilized to address and remedy allegations of workplace discrimination claims.

The City and County of San Francisco employs over 38,000 people and is home to over 60 departments that provide vital public services to City residents. Every City department, manager, and employee plays a part in shifting the culture in our City workplaces and is responsible for ensuring our workspaces are free from bias, harassment, and discrimination.

Professor Gould will have access to any appropriate City departments, records, and information deemed necessary to conduct this review. He will work collaboratively with elected officials, the Human Resources Department, Human Rights Commission, Office of Racial Equity, City agencies, labor stakeholders, employees, and other community stakeholders to receive input and make recommendations to the Department of Human Resources within 120 days. His work is expected to begin November 30th.

About William B. Gould IV

William B. Gould IV is Charles A. Beardsley Professor of Law, Emeritus, at Stanford Law School. A prolific scholar of labor and discrimination law, Gould has been an influential voice in worker–management relations for more than fifty years and served as Consultant to the U.S. Equal Employment Opportunity Commission (1966-1967) where he conciliated alleged unlawful

employment practices, developed proposals for the conciliation process, and provided recommendations for the resolution of discrimination claims involving seniority which became the basis for early federal court interpretations of Title 7 of the Civil Rights Act of 1964. He served as Chairman of the National Labor Relations Board (NLRB, 1994–98) and subsequently Chairman of the California Agricultural Labor Relations Board (2014–2017). Professor Gould has been a member of the National Academy of Arbitrators since 1970.

As NLRB Chairman, he played a critical role in bringing the 1994–95 baseball strike to its conclusion and has arbitrated and mediated more than two hundred labor disputes, including the 1992 and 1993 salary disputes between the Major League Baseball Players Association and the Major League Baseball Player Relations Committee. He served as Secretary, Labor and Employment Law Section, American Bar Association (1980–81) as well as Independent Monitor for FirstGroup America, addressing freedom-of-association complaints (2008–10). Gould also served as Special Advisor to the U.S. Department of Housing and Urban Development on project labor agreements (2011–12). A critically acclaimed author of ten books and more than sixty law review articles, Professor Gould is the recipient of five honorary doctorates for his significant contributions to the fields of labor law and labor relations.

###

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: SAN FRANCISCO TO LAUNCH INDEPENDENT REVIEW OF CITY'S EQUAL EMPLOYMENT OPPORTUNITY PRACTICES TO PREVENT WORKPLACE DISCRIMINATION
Date: Tuesday, November 3, 2020 8:47:00 AM
Attachments: [11.02.20 Equal Employment Opportunity Review.pdf](#)
[image002.png](#)

From: Tugbenyoh, Mawuli (HRD) <mawuli.tugbenyoh@sfgov.org>
Sent: Monday, November 2, 2020 9:51 PM
To: BOS-Supervisors <bos-supervisors@sfgov.org>
Cc: BOS-Legislative Aides <bos-legislative_aides@sfgov.org>; Isen, Carol (HRD) <carol.isen@sfgov.org>
Subject: SAN FRANCISCO TO LAUNCH INDEPENDENT REVIEW OF CITY'S EQUAL EMPLOYMENT OPPORTUNITY PRACTICES TO PREVENT WORKPLACE DISCRIMINATION

Dear Honorable Members of the Board of Supervisors:

I write to share the attached announcement with you regarding efforts our department will be undertaking to begin to restructure and reform the Department of Human Resources Equal Employment Opportunity division.

As you are aware, recently, it was discovered that a manager with the Department of Human Resources EEO division engaged in misconduct and misled an employee about their the status of their claim of discrimination and in the process forged various documents related to the employees claim. In doing so, employee trust in the current EEO process was compromised and other gaps in the EEO process we're identified. There is an ongoing investigation into this matter by the City attorney's office. We will share the findings of this investigation as soon as possible.

We are also looking into our systems to identify the various areas where we might be able to create greater transparency and accountability in our EEO complaint process and more generally how we can make DHR and our policies more accessible to the employees of the City and County of San Francisco while restoring faith and confidence the EEO process. To help us in this effort we announced today, with Mayor Breed two initiatives:

1. The Controller's office will perform a process and workflow review to ensure that our existing or interim system will have the appropriate controls, checks, and accountability measures in place to make sure that employees with existing complaints or new complaints will have them investigated quickly, transparently, and fairly.
2. William B. Gould IV, Professor of Law, Emeritus, at Stanford Law School will be performing an independent review of the DHR EEO practices and policies. He will be focusing on the following key areas:
 - **The core provisions of the Equal Employment Opportunity Act:** The City's current structure for receiving, investigating, and resolving employee claims of harassment,

discrimination, retaliation, and other prohibited behavior in the workplace. This includes reviewing past processes, outcomes, and findings in employee EEO complaints;

- **Corrective Action and Discipline:** Methods to ensure behavior found to be a violation of the City's workplace policies are addressed using fair and equal corrective action practices;
- **Data and Reporting:** Recommend best practices to track and report data regarding employee hiring, discipline, and termination with a focus on gender and race;
- **Training:** Review the effectiveness of current training practices for managers and supervisors and identifying additional support needed for these individuals in order to better supervise and resolve conflicts with employees from diverse backgrounds; and
- **Restorative practices:** Such as mediation and other innovative dispute resolution techniques which could be utilized to address and remedy allegations of workplace discrimination claims.

Should you have any questions about these updates, please do not hesitate to let me or Acting Director Isen know.

Regards,



Connecting People with Purpose

Mawuli Tugbenyoh 杜本樂

[He, Him, His]

Chief of Policy

Department of Human Resources

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Phone: (415) 551-8942

Website: www.sfdhr.org

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: FW: *** PRESS RELEASE *** SAN FRANCISCO TO LAUNCH INDEPENDENT REVIEW OF CITY'S EQUAL EMPLOYMENT OPPORTUNITY PRACTICES TO PREVENT WORKPLACE DISCRIMINATION
Date: Thursday, November 5, 2020 8:49:00 AM
Attachments: [image002.png](#)

From: Black Employee Alliance <blackemployeealliance@gmail.com>

Sent: Wednesday, November 4, 2020 7:03 PM

To: Breed, Mayor London (MYR) <mayorlondonbreed@sfgov.org>; Isen, Carol (HRD) <carol.isen@sfgov.org>

Cc: Bruss, Andrea (MYR) <andrea.bruss@sfgov.org>; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; Haney, Matt (BOS) <matt.haney@sfgov.org>; MandelmanStaff, [BOS] <mandelmanstaff@sfgov.org>; Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Peskin, Aaron (BOS) <aaron.peskin@sfgov.org>; Preston, Dean (BOS) <dean.preston@sfgov.org>; Fewer, Sandra (BOS) <sandra.fewer@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; Safai, Ahsha (BOS) <ahsha.safai@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; Yee, Norman (BOS) <norman.yee@sfgov.org>; CivilService, Civil (CSC) <civilservice@sfgov.org>; District Attorney, (DAT) <districtattorney@sfgov.org>; rudy@sflaborcouncil.org; kim@sflaborcouncil.org; sflc@sflaborcouncil.org; SFPD, Commission (POL) <SFPD.Commission@sfgov.org>; Airport Commission Secretary (AIR) <airportcommissionsecretary@flysf.com>; Commission, Fire (FIR) <fire.commission@sfgov.org>; DPH, Health Commission (DPH) <HealthCommission.DPH@sfdph.org>; MTABoard@sfmta.com; info@sfwater.org; Koppel, Joel (CPC) <joel.koppel@sfgov.org>; Moore, Kathrin (CPC) <kathrin.moore@sfgov.org>; Chan, Deland (CPC) <deland.chan@sfgov.org>; Diamond, Susan (CPC) <sue.diamond@sfgov.org>; Fung, Frank (CPC) <frank.fung@sfgov.org>; Imperial, Theresa (CPC) <theresa.imperial@sfgov.org>; jdoherty@ibew6.org; cityworker@sfcwu.org; clavery@oe3.org; mbrito@oe3.org; tneep@oe3.org; oashworth@ibew6.org; debra.grabelle@ifpte21.org; kgeneral@ifpte21.org; jbeard@ifpte21.org; tmathews@ifpte21.org; varaullo@ifpte21.org; ewallace@ifpte21.org; aflores@ifpte21.org; smcgarry@nccrc.org; larryjr@ualocal38.org; jchiarenza@ualocal38.org; SEichenberger@local39.org; Richard Koenig <richardk@smw104.org>; anthonyu@smw104.org; Charles, Jasmin (MTA) <Jasmin.Charles@sfmta.com>; twulocal200@sbcglobal.net; roger marenco <rmarenco@twusf.org>; pwilson@twusf.org; laborers261@gmail.com; bart@dc16.us; dharrington@teamster853.org; MLeach@ibt856.org; jason.klumb@seiu1021.org; theresa.rutherford@seiu1021.org; XiuMin.Li@seiu1021.org; Hector.Cardenas@seiu1021.org; pmendeziamaw@comcast.net; mjayne@iam1414.org; raquel@sfmea.com (contact) <raquel@sfmea.com>; christina@sfmea.com; criss@sfmea.com; l200twu@gmail.com; local200twu@sbcglobal.net; lkuhls@teamsters853.org; staff@sfmea.com; president@sanfranciscodsa.com; SFDPOA@icloud.com; sfbia14@gmail.com; ibew6@ibew6.org; Tugbenyoh, Mawuli (HRD) <mawuli.tugbenyoh@sfgov.org>

Subject: Re: FW: *** PRESS RELEASE *** SAN FRANCISCO TO LAUNCH INDEPENDENT REVIEW OF CITY'S EQUAL EMPLOYMENT OPPORTUNITY PRACTICES TO PREVENT WORKPLACE DISCRIMINATION

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Good evening Mayor Breed (Director Isen) -

After careful and thoughtful review of the Press Release issued earlier this week, the Black Employees Alliance and Coalition Against Anti-Blackness met again, and would like to request answers to the questions proposed below, as well as propose (and clarify) specific propositions made in our previous communication.

The BEA would like the opportunity to meet with William Gould upfront, and others selected to conduct the independent review - to understand better the protocol that will be used, as well as the structure of the review (i.e. Who will they be meeting with? And in what order? What kind of public oversight and input will be allowed regarding the protocols? What are the benchmarks as the process goes forward?)

In addition, the BEA feels strongly that the independent review should be structured at a minimum like the DOJ investigation into SFPD:

- There were listening sessions with the public to find out concerns for months as part of the investigation. This could be mirrored leveraging staff across all departments, with an emphasis on Black and Brown staff, women, and members from the LGBTQIA community (people from populations more prone to discrimination and harassment complaints).

In addition, we would like clarity about the review process.

- Is it an investigation or review? How are they different?
- Who will be selected to work with William Gould?
- How was Mr. Gould selected?
- Was there an RFP process to select Mr. Gould?
- Who does Mr. Gould have personal and professional relationships with in the City and County of San Francisco? More specifically, does Mr. Gould have a personal or professional relationship with DHR Director Carol Isen (or any other Department Head (or CCSF employee), Commission/Board members, City Attorney's Office, District Attorney's Office, etc.)?

Thank you for calling for this review, as well as ensuring the utmost balanced and transparent process.

Thank you for your leadership and acumen Mayor Breed!

Best,

Black Employees Alliance and Coalition Against Anti-Blackness

On Mon, Nov 2, 2020 at 6:02 PM Black Employee Alliance <blackemployeealliance@gmail.com> wrote:

Good evening Mr. Tugbenyoh -

Thank you for providing a copy of Mayor Breed's Press Release about the review of DHR's EEO complaint practices. While the Black Employee Alliance recognizes that this is a good faith effort by Mayor Breed to ensure problems are addressed at DHR, we are hoping that these efforts reveal the tainted practices that lie beneath the surface of the EEO complaint "process". It is the BEA's hope that this effort goes beyond reviewing "standard operating procedures" which may be solicited from DHR-EEO managers and investigators (and other EEO personnel throughout the City) to demonstrate adequate processes and practices are in-tact; potentially signifying all is well, while minimizing the collusion and coercion indicated by other departmental HR professionals and indicated in Rebecca Sherman's resignation letter. It could also serve to assert that the problems with the DHR-EEO complaint process are minimal, and they are not - as continuously evidenced by a barrage of recent employee reports and testimonials shared with the Mayor's Office, Board of Supervisors, and other leaders on October 13th.

Member of the Black Employees Alliance (along with AFRAM SEIU 1021, Black Leadership Forum, and a host of non-Black allies) are hoping that this review extends to (and is not limited to):

1. Interviewing and surveying at least 250-350 employees who have submitted discrimination and harassment complaints throughout the last 5 years; with a mix of the target group being 50% Black (as Black employees tend to be more impacted than all other groups); and 50% female (comprehensive of people from diverse racial/ethnic backgrounds).
2. Confidentially and anonymously interviewing HR professionals (i.e. HR Managers, Departmental Personnel Officers, etc.) to ensure they can speak freely about the ways in which they have been coerced by multiple DHR-EEO employees to change language in complaints, and/or prolong investigations to exhaust the statute of limitations (which many employees are not aware of; or lose sight of during investigations that take 1-2 years on average).
3. Are guided to speak with members of the Black Employees Alliance and Coalition Against Anti-Blackness, to obtain insights about potential structural and operational changes to the process. There are more than 10 members who either have current or "recently" closed cases, who could provide very valuable feedback about their experiences with DHR-EEO.

Is this something that Director Isen and DHR would support, and can ensure will happen? The Black Employee Alliance hopes Mayor Breed and Director Isen would support these actions. If not, then the effort will prove to be performative; to serve a political agenda only, and possibly put the lid back on a container that is rife with corruption, lack of ethics, and misconduct.

Thank you again for forwarding this message to us.

We look forward to hearing from you soon!

Best,

Black Employees Alliance and Coalition Against Anti-

On Mon, Nov 2, 2020 at 3:10 PM Tugbenyoh, Mawuli (HRD) <mawuli.tugbenyoh@sfgov.org>

wrote:

Dear colleagues-

Please see the attached press release regarding efforts being undertaken to reform the DHR EEO Division.

Should you have any questions or suggestions, please do not hesitate to let me or Director Isen know.

Regards,



Mawuli Tugbenyoh 杜本樂

[He, Him, His]

Chief of Policy

Department of Human Resources

One South Van Ness Ave., 4th Floor

San Francisco, CA 94103

Phone: (415) 551-8942

Website: www.sfdhr.org

***** PRESS RELEASE *****

**SAN FRANCISCO TO LAUNCH INDEPENDENT REVIEW OF CITY'S
EQUAL EMPLOYMENT OPPORTUNITY PRACTICES TO PREVENT
WORKPLACE DISCRIMINATION**

An independent review will be led by former National Labor Relations Board Chairman William Gould and will be conducted alongside separate review by City Controller

San Francisco, CA — Mayor London N. Breed and Acting Human Resources Director Carol Isen today announced an independent and comprehensive review of the City's workplace policies and practices with a focus on claims of bias, harassment, discrimination, and retaliation. The investigation will be conducted by William B. Gould IV, Charles A. Beardsley Professor of Law, Emeritus, at the Stanford Law School. This investigation will be in addition to other efforts by

the City to review and address concerns raised by employees about hiring, discipline, and retention practices with the goal of restoring employee confidence and trust in the Equal Employment Opportunity (EEO) complaint process.

This announcement follows Mayor Breed's Executive Directive 18-02, issued in September 2018, which established consistent standards for employee recruitment, retention, and tracking of disciplinary actions with the goal of increasing diversity in the City's workforce and ensuring the workplace is place free from harassment, bias, and discrimination. Additionally, in response to concerns raised by San Francisco Municipal Transportation Agency (SFMTA) employees, in October 2018, Mayor Breed appointed an independent ombudsperson to review and make recommendations on reforms needed to ensure transparency, accountability, and the appropriate resolution of employee EEO claims at the SFMTA.

"We appreciate Professor Gould bringing in his expertise and experience to ensure that we are doing everything we can so that the structures we have in place are not creating a discriminatory environment in any way," said Mayor Breed. "Our workplaces need to be safe and welcoming spaces for all our workers, and that starts with making sure we have the right policies and procedures in place."

Carol Isen began serving as Acting Human Resources Director in October and has been committed to cultivating a culture of respect, accountability, and belonging, as well as other structural changes that will create better transparency for EEO claims to better serve City employees.

"Professor Gould, with his long career as a leading intellectual and practitioner in the field of labor and employment law and civil rights," said Acting Human Resources Director Carol Isen. "As a third party neutral arbitrator and factfinder, is eminently qualified to lead us through a comprehensive, neutral and fair review of our EEO complaint and investigatory processes to ensure they work for all employees."

"I am honored to receive and accept this charge," said Professor William Gould. "The people of San Francisco expect a government that functions judiciously and efficiently. I am committed to a thorough and independent examination, which will be fair, equitable and constructive. I look forward to working with all the concerned parties in this endeavor."

In addition to Professor Gould's investigation, City Controller Ben Rosenfield will also conduct a review of the EEO Division's internal controls and workflow, in order to assess any weaknesses in EEO's business processes that exposed the City to the misrepresentations made by one of its managers.

"We look forward to performing a comprehensive review of the existing EEO process and providing practical recommendations that will assist the Department of Human Resources in restructuring their EEO systems to better serve the employees of the City and County of San Francisco," said Ben Rosenfield, City Controller.

City data shows persistent inequities in the City workforce with respect to wages, and promotional opportunities. Most notably, in comparison to other races, Black employees overall hold lower-paying positions, are disciplined more frequently, and file more claims of harassment or discrimination than their colleagues of other ethnicities file. The review will include interviews, listening sessions, research of existing City policies, examination of relevant documents, and identifying best practices from comparable jurisdictions.

“Black and Latinx employees of the City and County of San Francisco experience disproportionately adverse treatment,” said Sheryl Davis, Executive Director of the Human Rights Commission. “This examination of the City’s EEO process comes at a pivotal time in City government when these employees are demanding equitable treatment.”

Professor Gould will focus on:

- **The core provisions of the Equal Employment Opportunity Act:** The City’s current structure for receiving, investigating, and resolving employee claims of harassment, discrimination, retaliation, and other prohibited behavior in the workplace. This includes reviewing past processes, outcomes, and findings in employee EEO complaints;
- **Corrective Action and Discipline:** Methods to ensure behavior found to be a violation of the City’s workplace policies are addressed using fair and equal corrective action practices;
- **Data and Reporting:** Recommend best practices to track and report data regarding employee hiring, discipline, and termination with a focus on gender and race;
- **Training:** Review the effectiveness of current training practices for managers and supervisors and identifying additional support needed for these individuals in order to better supervise and resolve conflicts with employees from diverse backgrounds; and
- **Restorative practices:** Such as mediation and other innovative dispute resolution techniques which could be utilized to address and remedy allegations of workplace discrimination claims.

The City and County of San Francisco employs over 38,000 people and is home to over 60 departments that provide vital public services to City residents. Every City department, manager, and employee plays a part in shifting the culture in our City workplaces and is responsible for ensuring our workspaces are free from bias, harassment, and discrimination.

Professor Gould will have access to any appropriate City departments, records, and information deemed necessary to conduct this review. He will work collaboratively with elected officials, the Human Resources Department, Human Rights Commission, Office of Racial Equity, City agencies, labor stakeholders, employees, and other community stakeholders to receive input and make recommendations to the Department of Human Resources within 120 days. His work is expected to begin November 30th.

About William B. Gould IV

William B. Gould IV is Charles A. Beardsley Professor of Law, Emeritus, at Stanford Law School. A

prolific scholar of labor and discrimination law, Gould has been an influential voice in worker–management relations for more than fifty years and served as Consultant to the U.S. Equal Employment Opportunity Commission (1966-1967) where he conciliated alleged unlawful employment practices, developed proposals for the conciliation process, and provided recommendations for the resolution of discrimination claims involving seniority which became the basis for early federal court interpretations of Title 7 of the Civil Rights Act of 1964. He served as Chairman of the National Labor Relations Board (NLRB, 1994–98) and subsequently Chairman of the California Agricultural Labor Relations Board (2014-2017). Professor Gould has been a member of the National Academy of Arbitrators since 1970.

As NLRB Chairman, he played a critical role in bringing the 1994–95 baseball strike to its conclusion and has arbitrated and mediated more than two hundred labor disputes, including the 1992 and 1993 salary disputes between the Major League Baseball Players Association and the Major League Baseball Player Relations Committee. He served as Secretary, Labor and Employment Law Section, American Bar Association (1980-81) as well as Independent Monitor for FirstGroup America, addressing freedom-of-association complaints (2008–10). Gould also served as Special Advisor to the U.S. Department of Housing and Urban Development on project labor agreements (2011–12). A critically acclaimed author of ten books and more than sixty law review articles, Professor Gould is the recipient of five honorary doctorates for his significant contributions to the fields of labor law and labor relations.

###

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: Update on community engagement discussion on funds for the Black community
Date: Thursday, November 5, 2020 10:20:00 AM

From: Davis, Sheryl (HRC) <sheryl.davis@sfgov.org>
Sent: Thursday, November 5, 2020 9:35 AM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Cc: BOS-Legislative Aides <bos-legislative_aides@sfgov.org>; Groffenberger, Ashley (MYR) <ashley.groffenberger@sfgov.org>; Chicuata, Brittnei (HRC) <brittnei.chicuata@sfgov.org>
Subject: Update on community engagement discussion on funds for the Black community

Hello Supervisors, I wanted to share a quick update on the allocation of funds to the Black community. The HRC hosted 32 meetings between September and October with community members. Lots of great ideas came from the process, as well as frustration with systems of oppression and the silencing of Black voices and a perceived double standard that requires more from Black organizations in terms of accountability than the city has for its own success/outcomes.

In the upcoming meetings, we will review recommendations with the community to verify their voices and ideas are reflected. City Departments have participated in the meetings and are working to be more responsive to community needs and requests. It was nice to see many of your offices represented in the numerous meetings. The process has been long, but the transparency and inclusivity is appreciated, so thanks for your patience as we work to build trust and respect community voice in this process.

Please feel free to attend future meetings and share the dates with interested stakeholders.

Participate in November /December Discussions

<https://calendly.com/sheryl-davis/follow-up-discussions>

November 17: 10:00am, 1:00pm, 6:30pm

December 1: 9:30am, 1:00pm, 6:00pm

December 8: 1:00pm, 3:00pm, 7:00pm

December 12: 2:00pm

December 15: 1:00pm, 3:00pm, 7:00pm

When you have time, please help inform this process and fill out the surveys below.

Priorities in Health and Wellness: <https://www.surveymonkey.com/r/L7C79LF>

Priorities in Education and Economic Justice: <https://www.surveymonkey.com/r/7J22222>

Participate in the RFP process: <https://www.surveymonkey.com/r/X9Z7C8W>

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: Haight St assault
Date: Friday, October 30, 2020 4:21:00 PM

From: JiHyang Padma <jihyang@mountainpath.org>
Sent: Friday, October 30, 2020 4:00 PM
To: Preston, Dean (BOS) <dean.preston@sfgov.org>; rfong@sfchamber.com; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject: Haight St assault

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Dear San Francisco representatives,

The new dispensary, Berner's on Haight, was created with city equity funds given to Shawn Richard. I live nearby.

When I walked by there last night, the bouncer outside struck up a beef with a man who had stopped his car directly in front. They engaged in a verbal argument. As they did so, the bouncer grabbed me, pulling me in front of him as protection.

This kind of action is a threat to public safety. If the bouncer cannot take care of himself, he should not be there, endangering others.

Safety needs to be re-prioritized in the Haight.
Please take effective action to do so.

with best wishes

Ji Hyang

From: [Ng, Wilson \(BOS\)](#)
To: [BOS-Supervisors](#)
Cc: [BOS-Operations](#); [Calvillo, Angela \(BOS\)](#); [Schneider, Dylan \(HOM\)](#)
Subject: FW: HSH and DEM Response Letter to SIP Rehousing Letter of Inquiry
Date: Wednesday, November 4, 2020 8:08:54 AM
Attachments: [11.03.2020 SIP Rehousing Letter of Response FINAL.pdf](#)
[SIP Rehousing Presentation LHCB FINAL .pdf](#)
[09.03.2020 Vacancies in Supportive Housing Hearing FINAL.pdf](#)
[image001.png](#)

Cc: BOS-Supervisors

—
Wilson L. Ng

Deputy Director of Operations

San Francisco Board of Supervisors

1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102

Phone: (415) 554-7725

Web: www.sfbos.org

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From: Schneider, Dylan (HOM) <dylan.schneider@sfgov.org>

Sent: Tuesday, November 3, 2020 5:33 PM

To: Haney, Matt (BOS) <matt.haney@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; Walton, Shamann (BOS) <shamann.walton@sfgov.org>; Preston, Dean (BOS) <dean.preston@sfgov.org>

Cc: Carroll, Maryellen (DEM) <maryellen.carroll@sfgov.org>; Stewart-Kahn, Abigail (HOM) <abigail.stewart-kahn@sfgov.org>; Zamora, Francis (DEM) <francis.zamora@sfgov.org>; Kittler, Sophia (MYR) <sophia.kittler@sfgov.org>; Mcdonald, Courtney (BOS) <courtney.mcdonald@sfgov.org>; Gee, Natalie (BOS) <natalie.gee@sfgov.org>; Snyder, Jen (BOS) <jen.snyder@sfgov.org>; Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; Beinart, Amy (BOS) <amy.beinart@sfgov.org>

Subject: HSH and DEM Response Letter to SIP Rehousing Letter of Inquiry

Good afternoon Supervisors Haney, Walton, Ronen and Preston,

Attached please find the joint response letter and supplemental documents from HSH Interim Director Abigail Stewart-Kahn and DEM Executive Director Mary Ellen Carroll in response to your Letter of Inquiry that was issued on Tuesday October 27, 2020. I have cc'd designated staff from each of your offices on this email as well as BOS@sfgov.org to allow for the Clerk of the Board to appropriately close out this inquiry.

We look forward to meeting with you this coming Thursday to continue this discussion.

Thank you,
Dylan

Dylan Schneider (she/her), MPA

Acting Director of Strategy and External Affairs
San Francisco Department of Homelessness & Supportive Housing
Dylan.schneider@sfgov.org | C: 415.961.8257

Learn: hsh.sfgov.org | Follow: [@SF_HSH](https://twitter.com/SF_HSH) | Like: [@SanFranciscoHSH](https://twitter.com/SanFranciscoHSH)

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**City and County
of San Francisco
COVID-19 Command Center**

November 2, 2020

To: Supervisors Matt Haney, Shamann Walton, Hillary Ronen and Dean Preston
Cc: Clerk of the Board, Sophia Kittler, Dylan Schneider (HSH), Francis Zamora (DEM)
From: Directors Abigail Stewart-Kahn (HSH) and Mary Ellen Carroll (DEM)

Dear Supervisors Haney, Walton, Ronen and Preston,

The SIP Hotel program was successful in protecting public health during this unprecedented time. Thousands of our most vulnerable neighbors were able to safely shelter in place which supported the collective efforts of San Francisco to contain the virus. SIP hotels are expensive and not a sustainable solution as the pandemic continues. The City has developed a plan that is committed to short, medium and long-term rehousing interventions for people transitioning out of SIP hotels so they do not return to congregate shelter, Safe Sleeping programs or the street.

As a community and alongside our Governor and Mayor, we know that we know that Housing is Healthcare and the solution to homelessness. We have been communicating about this frequently for many weeks with increasing detail as the SIP Rehousing and Site Demobilization plans developed. We are now working with each SIP hotel site and each guest to develop a transition plan from SIP hotels to stability, and ultimately realizing our shared goal of ending their homelessness.

On Tuesday, October 27, 2020 the Department of Homelessness and Supportive Housing (HSH) and the Department of Emergency Management (DEM) received your Letter of Inquiry requesting further details about the Department of Homelessness and Supportive Housing & COVID Command Center's (CCC) "SIP Rehousing and Site Demobilization" plan for Shelter-in-Place (SIP) hotels. The below memo provides answers to your questions and acknowledges where gaps remain as planning continues. We are bringing all the resources of the City to bear on this effort, we have asked for and received a team of deployed HUD disaster experts who developed this plan in partnership with the City and are in the field this week with HSH and partners to begin our pilot rehousing within our first phase.

We look forward to meeting with your offices later this week to continue this discussion.

Sincerely,

Abigail Stewart-Kahn & Mary Ellen Carroll

Part I:

A. The anticipated number of units that will be converted to Permanent Supportive Housing;

PSH is a critical intervention strategy for those who are most vulnerable and complements the other short and medium-term housing strategies such as Rapid Rehousing (RRH) that will be offered to guests transitioning out of SIP Hotels.

July 2020, Mayor London Breed announced her [Homelessness Recovery Plan](#) that prioritizes housing as healthcare and includes the largest expansion of Permanent Supportive Housing in San Francisco in the last 20 years. The Mayor's Homeless Recovery Plan sets the goal of acquiring 1,500 new units of PSH by 2022. The timelines to meet this goal are as follows:

- In Fiscal Year (FY) 2020-21, the City plans to purchase and lease 1,000 new Permanent Supportive Housing (PSH) units and add an additional 500 PSH units in FY 2021-2022, for a total two-year investment in 1,500 new units
 - o The first 362 of the 1,000 new PSH units in FY20-21 have been identified and will be acquired with two awards HSH received through the State's Homekey Grant Program. Both sites are anticipated to be occupied in early 2021.
 - o An additional 200 PSH slots have been developed in partnership with philanthropy through the Flexible Housing Subsidy Pool launched during COVID.
 - As of October 28, 2020, 30 individuals have been housed in PSH through the Flexible Housing Subsidy Pool, with 24 more individuals in referral status and anticipated to be housed shortly.
 - o Between these initiatives, over 560 new PSH units are either already available or are becoming available in the next several months.
- In addition to the goal of 1,500 new units of PSH the Mayor's Recovery Plan sets the goal of placing 1,500 individuals in existing PSH each year (2021 and 2022) by identifying and optimizing the existing HSH and Mayor's Office of Housing and Community Development (MOHCD) pipeline of PSH units completing construction and by maximizing turnover within the City's current PSH portfolio.

San Francisco has the most Permanent Supportive Housing (PSH) units based on population per capita. PSH is an effective and permanent solution to ending homelessness for the most vulnerable individuals, those who are determined to be Housing Referral Status through Coordinated Entry. The Coordinated Entry Primary Assessment determines an individual to be Housing Referral Status based on vulnerability, chronicity of homelessness and barriers to housing.

B. A summary of anticipated occupancy for congregate shelters;

Congregate Shelter is a critical core component of the City's Homelessness Response System and provides a safe place for a household to connect with resources to address their housing

crisis. HSH, in partnership with the CCC, continues to reactivate congregate shelter that was initially closed or repurposed during the initial COVID-response.

As of October 31, 2020, the current capacity of the Adult Congregate Shelter System was 741 beds, 540 of which are occupied. Vacancies in the Adult Congregate Shelter System are gender-specific beds and single rooms at Civic Center Navigation Center that are reserved for individuals with case management or supportive housing needs. HSH and the CCC continue to work toward the goal of reactivating the adult congregate system back to 50% of its pre-COVID capacity, or approximately 1,000 beds. The re-opening of Nextdoor Shelter in December 2020 will add an additional 156 beds toward this goal. Family shelters have remained open to new referrals during COVID with DPH guidance.

Additionally, two new Navigation Centers, the Bayview SAFE Navigation Center and the Lower Polk Transitional Aged Youth (TAY) Navigation Center will be opened in late 2020 – early 2021 adding an additional ~160 beds as part of the pre-COVID Mayor’s 1,000 shelter bed goal.

Congregate Shelter is a critical core component of the City’s Homelessness Response System and provides a safe place for a household to connect with resources to address their housing crisis. HSH in partnership with the CCC continue to reactivate congregate shelter that was initially closed or repurposed during the City’s initial COVID-response. Congregate shelters are being assessed to determine COVID-informed capacity to ensure maximum capacity is used while maintaining strict adherence to public health guidance to support the health and safety of guests and staff. Family shelters have remained open to new referrals during COVID in alignment DPH guidance.

In the Mayor’s Homelessness Recovery Plan, the Mayor committed to rehousing those in SIP hotels through permanent housing solutions that may be achieved through Problem Solving case management and connections, Rapid Rehousing and Permanent Supportive Housing, while also continuing to expand other needed resources like congregate shelter and safe sleep for unsheltered households and those who might become homeless due to the economic impacts of the pandemic. It is important to note that returning COVID-vulnerable SIP hotel guests to congregate shelter or Safe Sleep is not part of the SIP Rehousing plan.

C. The number of people experiencing homelessness who have “exited” homelessness during the COVID emergency;

Based on data provided through HSH’s HOMstat dashboard which is shared at the monthly [Local Homeless Coordinating Board \(LHCB\) meetings](#), there have been a total of 1,140 exits to stability from homelessness from March – September 2020 and 52 households utilized one-time Problem Solving grants for eviction prevention.

- 721 households exited to Permanent Supportive Housing or Rapid Rehousing,
- 419 exited through Problem Solving resolutions including short-term rental subsidies, one-time grants and Homeward Bound

- 52 utilized one-time Problem Solving grants for eviction prevention There may have been additional exits from homelessness during this time period that is not captured in the data above such as households self-resolving their housing crisis.

D. How many clients in SIP Hotels have had a housing assessment?

As of October 31, 2020, 1,402 of the 2,359 SIP hotel guests had completed a Coordinated Entry assessment either prior to or during their stay at SIP hotels. 781 (33%) of SIP Hotel guests are actively engaged with Coordinated Entry staff. This number is anticipated to increase as Care Coordinators focus on offering assessments (Problem Solving Screenings and/or Coordinated Entry Assessments) to guests in SIP hotels as part of the four-phased SIP Rehousing Plan. Both assessment tools are utilized by Care Coordinators to support the identification of appropriate transition options for each guest.

HSH's Coordinated Entry Access Points that serve Adults, TAY and Families experiencing homelessness as well as Care Coordinators (staffed by HSH Providers) and teams from the Human Services Agency (HSA) and Department of Public Health (DPH) have already begun working with guests in SIP Hotels to engage in services and begin Problem Solving conversations and Screenings.

The goal is to assess 100% of guests in SIP hotels, however the type of assessment will differ based on the guest's individual needs. If the guest is unable to self-resolve their housing issues through support networks or services offered through Problem Solving, then the guest will be connected for a Coordinated Entry assessment to support identifying appropriate exit planning resources. To support the rapid assessment and exit planning for guests in SIP Hotels, a Problem Solving Screening was developed that will be offered to all SIP hotel guests as the first step in transition planning.

Problem Solving Screenings and Coordinated Entry Assessments are voluntary and SIP hotel guests must agree to complete a Homeless Response System Release of Information (HRS ROI) that provides permission to HSH, partner agencies and Providers to assist the guest with housing solutions. As we learn more about the barriers to assessment, we will deploy improvements at the next hotels in Phase 1. Our focus in the SIP Rehousing and Demobilization Plan is to increase enrollment and assessments and we will deploy all trained non-profit Coordinated Entry staff and HSH additional staff to support this.

E. How many SIP clients assessed are Housing-Referral Status, and a breakdown by race?

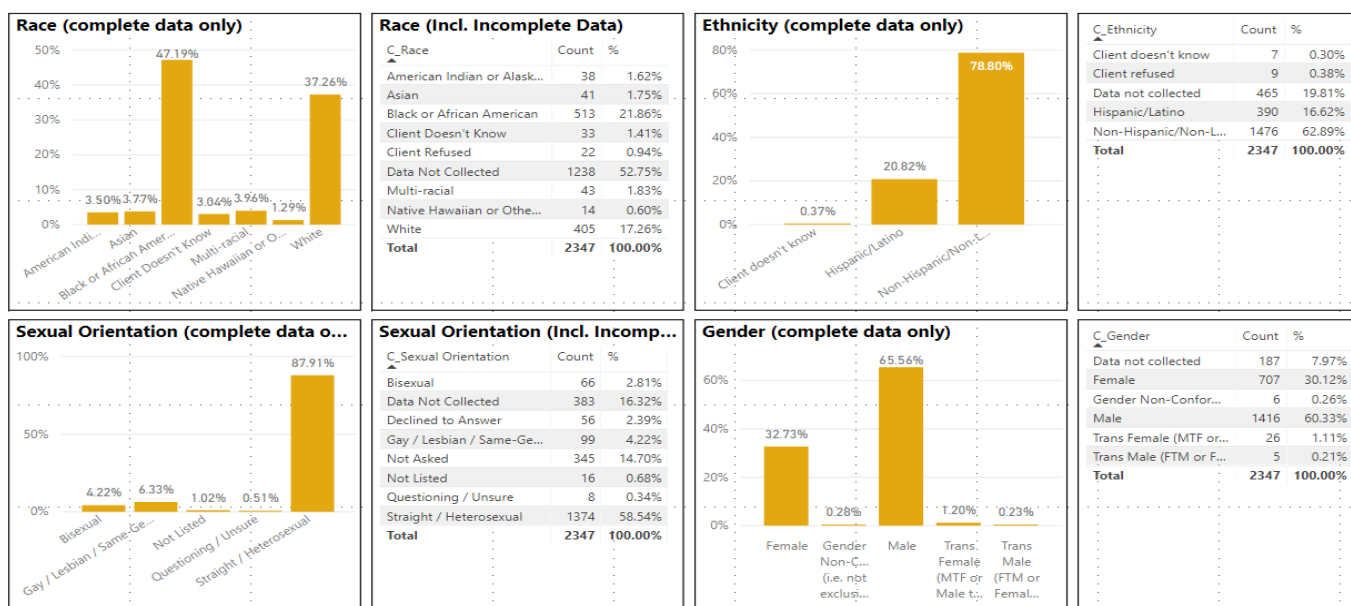
In order to determine if a guest is Housing Referral Status, that guest must participate in a Coordinated Entry Assessment as described in the response above.

Of the 1,402 SIP guests that have completed (or had an existing) Coordinated Entry Assessment, 382 (16%) have been determined to be Housing Referral Status, meaning they are eligible and can be referred to PSH. We anticipate as additional guests participate in enrollment and

assessments the number of Housing Referral Status guests will continue to increase. Additionally, we anticipate many guests will be eligible for Rapid Rehousing (RRH).

Below is a breakdown of guests currently sheltering in place in SIP Hotels by race and Sexual Orientation and Gender Identity (SOGI) demographics as well as a breakdown for those guests who have been determined to be Housing Referral Status. Please note, this data is not comprehensive of all guests at SIP Hotels as Care Coordinators are still working with guests to ensure they have completed the Homeless Response System Release of Information (HRS ROI) that allows their data to be collected and shared. We note the high level of “data not collected” category and need this data quality and collection to improve.

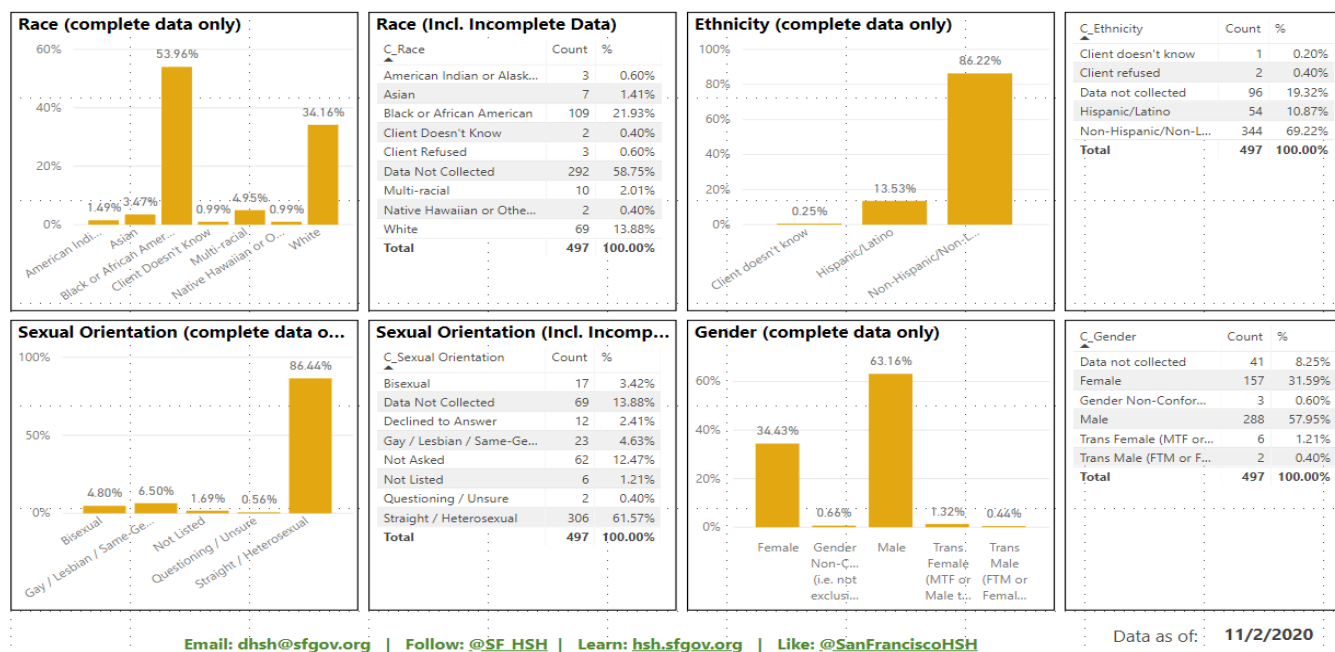
Figure 2: Full SIP Hotel Portfolio - Demographic Information



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Data as of: 11/2/2020

Figure 3: Known Housing Referral Status Guests in SIP Hotels, Demographic Information



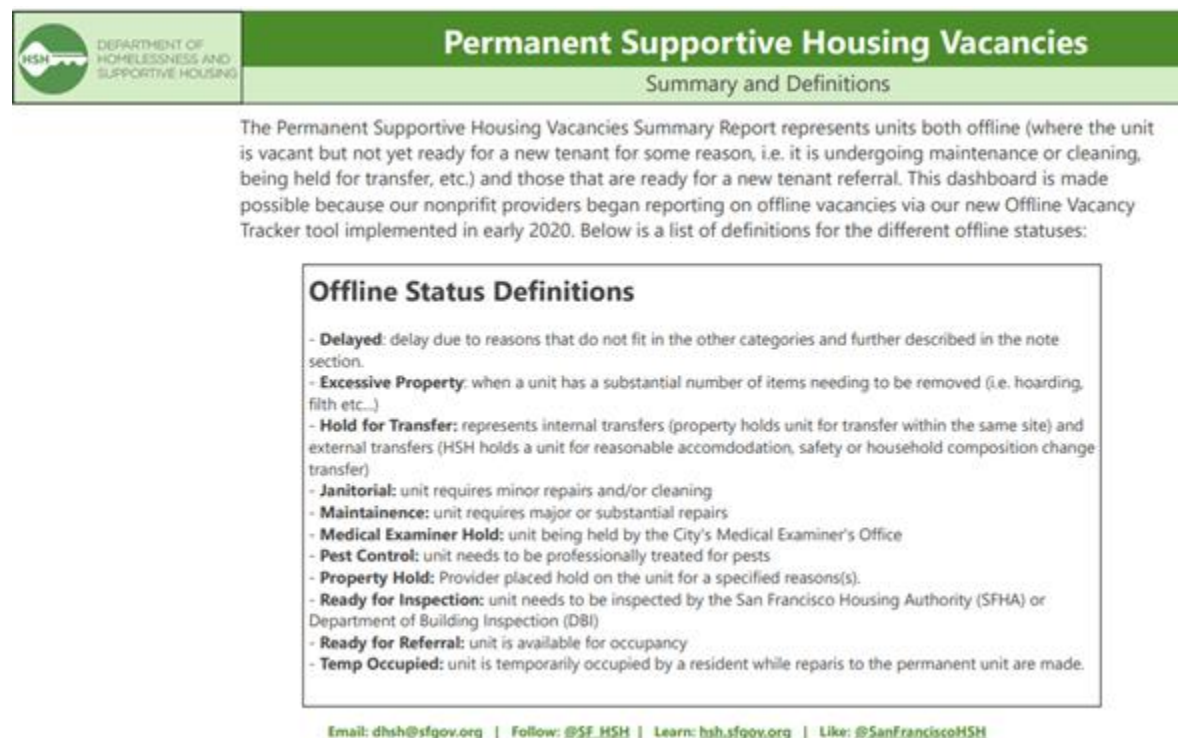
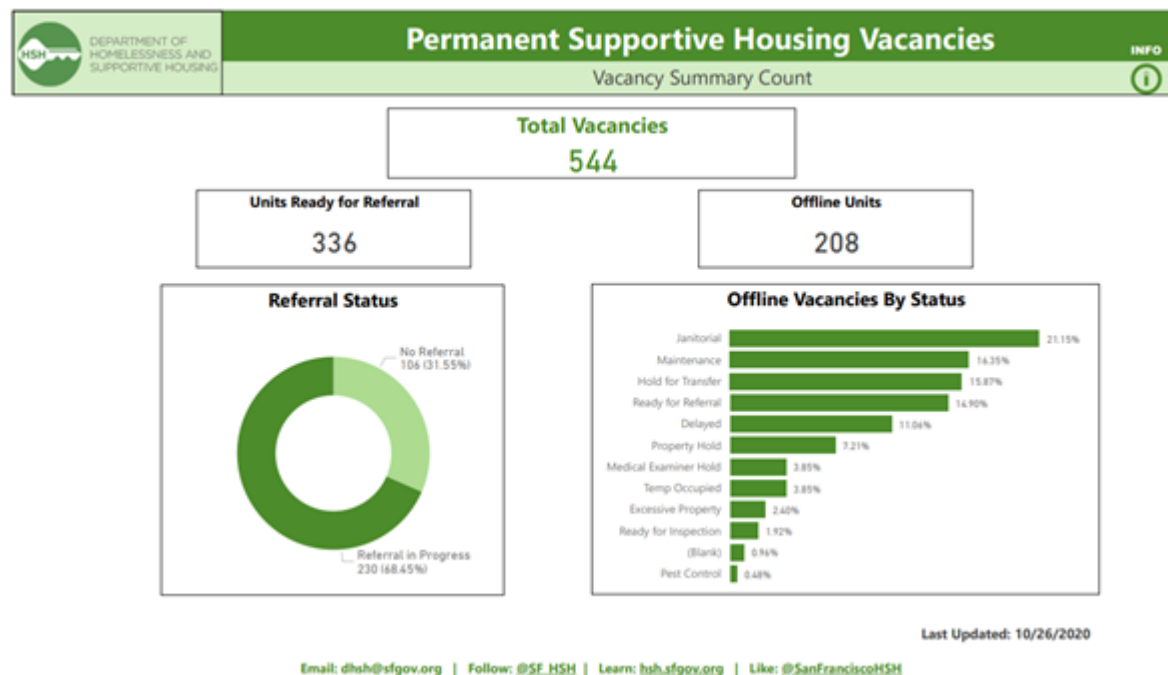
F. How many Permanent Supportive Housing units are vacant or available for occupancy?

As of October 26, 2020 there were 544 vacancies in the HSH PSH portfolio. Housing referrals and placements were impacted by COVID-19, among many reasons due to staff being deployed to rapidly design, develop and operate SIP hotels and the Alternative Housing System. During COVID, HSH developed and published a PSH Vacancies Dashboard to increase transparency and inform policy decisions to support the removal of housing barriers, including but not limited to the development of a Universal Housing Application. The presentation HSH, MOHCD and the San Francisco Housing Authority (SFHA) presented at the September 3, 2020 Hearing on Vacancies in Supportive Housing (Appendix B) provides additional context on steps being taken collectively to address vacancies in supportive housing.

HSH continues to identify and remove barriers within Coordinated Entry referral, Housing Navigation and Housing referral. Through the SIP Rehousing Pilot starting this week, as we identify further obstacles to housing, we work to actively remove them.

The data below is a snapshot of the HSH Permanent Supportive Housing Vacancies Dashboard that also includes a definition key of terminology used in the dashboard in response to feedback received on the first draft of this dashboard that was presented as part of the September 3, 2020 Vacancies in Supportive Housing Hearing at the Board of Supervisor's Government Audit and Oversight Committee. This dashboard will be updated monthly and shared publicly beginning in November 2020 as part of the Local Homeless Coordinating Board (LHCB) meetings.

Figure 4: Permanent Supportive Housing Vacancies Dashboard, October 2020



To date, despite multiple follow ups, that report has not been shared and the only data point shared has been the number of vacant and available PSH units.

HSH's Permanent Supportive Housing Vacancies Dashboard (above) provides a summary of all vacant units in HSH's PSH portfolio, including units that are available (pending referral or ready for referral) and offline. This dashboard will be shared publicly at monthly Local Homeless Coordinating Board (LHCB) meetings starting in November 2020.

A draft of this Dashboard was presented at the September 3, 2020 hearing on Vacancies in Supportive Housing at the Board of Supervisor's Government Audit and Oversight Committee. After hearing feedback from the Board of Supervisors, members of the public and non-profit providers, HSH updated the dashboard to provide a clearer and more comprehensive overview of available and vacant units in the HSH supportive housing portfolio, including a definition key to support the utilization of shared terminology to support transparency and understanding from all stakeholders. Please see Appendix B for more details.

Part II:

1. How many Permanent Supportive Housing, Rapid Re-Housing, Flex Housing Pool, and Problem Solving placement are available for Phase 1 of the exit plan?

Permanent Supportive Housing (PSH), Rapid Rehousing (RRH), Flexible Housing Subsidy Pool and Problem Solving resources are all needed to meet the specific and unique needs of the households who are currently sheltering in place at SIP hotels. Please note that the Flexible Housing Subsidy Pool is a subset or type of PSH.

As of November 2020, housing resources include:

- 200 Flexible Housing Subsidy Pool slots that are PSH
- 336 PSH units ready for referral, with an estimated 15% of turnover anticipated across the adult and TAY PSH portfolio*
- Developing medium-term subsidy slots (e.g. Rapid Rehousing (RRH)) through the State's 100 Day Challenge for 175 people, pending Prop C process. HSH has allocated resources to begin this program prior to Prop C funding being taken off reserve.

We anticipate the additional housing resources being available by January 2021:

- Potential expansion of Flexible Housing Subsidy Pool and other solutions based on assessed needs from guests in SIP hotels
- 362 new PSH units via Homekey, with an additional 15% of turnover anticipated across the adult and TAY PSH portfolio*
- Pending Prop C funds being removed from reserve, additional medium-term subsidy slots (e.g. RRH) are anticipated

**COVID impacts on this annual estimate are still being determined.*

In order to determine how much of each resource will be needed to support guest's exiting to stability in Phase 1 and beyond will be guided through data collection and the unique transition plan developed with each guest to determine which option(s) is available and best suited for that individual or household. Assessing all SIP hotel guests is the first step to inform and determine the amount and type of resources needed. This comprehensive data will also identify resource gaps, so we can work to quickly secure additional resources or solutions to meet the needs of guests sheltering in place at SIP hotels.

On November 3, 2020 the By Name List (BNL) for each site in Phase 1 will be confirmed. This signifies that no new intakes will enter the site and that as guests move out, the By Name List will be updated to monitor progress. Care Coordinators will work closely with the HSH Problem Solving, Coordinated Entry teams and Access Points to work with guests to understand their exit plan and identify resources to assist them with their next steps.

Current guest data for Phase 1 (as of October 31, 2020):

- 499 SIP hotel guests in Phase 1
- 94% of Phase 1 guests have a ONE Profile
- 45% are active in Coordinated Entry
- 108 (22%) are known to be Housing Referral Status (eligible for PSH)

In addition, HSH, the U.S. Department of Housing and Urban Development's Technical Assistance (HUD TA) and Providers will pilot a Housing Fair model with three Phase 1 sites. This pilot will overlay a disaster rehousing framework utilized to house people experiencing homelessness from temporary shelters after natural disasters. The disaster response strategy focuses on acting with urgency, connecting people in need immediately to housing resources, removing onerous documentation requirements and accessing needed public benefits and supports quickly.

The strategy also employs a housing fair strategy by which all the resources a guest needs to exit homelessness are brought to them in one central location. The goal of the pilot is to offer an opportunity for guests to engage in Problem Solving, assessments and to connect those who have completed assessments and have been determined to be Housing Referral Status to available PSH. Additionally, the pilot will allow HSH to test out streamlined processes to ensure we can move people to appropriate housing as quickly as possible by removing documentation and process barriers.

a. How many of each of those placements will be made available by June for all Phases?

As mentioned above, we are in the process of completing Assessments (Problem Solving Screening and/or Coordinated Entry Assessments) that will continue to inform the amount of each resource that will be needed to successfully rehouse guests in SIP hotels. Placements will

ultimately be determined by client choice in accordance with the type of housing a guest qualifies for.

Based on data and national best practices, we anticipate a minimum of 10% of guests will be able to resolve their housing crisis through Problem Solving strategies. If Problem Solving (short-term) resources are not the right fit for the individual/household, the Coordinated Entry primary assessment will assist in identifying local, state or federal housing interventions (medium and long-term solutions) e.g. 100 Day Challenge that will be ready for launch in December/January.

Figure 6: SIP Rehousing Plan and Site Demobilization – Short, Medium and Long-Term Resources*



**This slide is an excerpt from the SIP Rehousing and Site Demobilization presentation that was presented to the LHCB on Monday November 2, 2020. The full presentation is included in this response letter as Appendix C.*

b. How much funding is available for Problem Solving and Rapid Rehousing?

A limited amount of funds are immediately available and appropriated in HSH's FY20-21 budget:

- \$1.6 million for Family RRH
- \$1.275 million for Family Flex Housing Subsidy Pool
- \$626k for TAY Flex Housing Subsidy Pool

In addition, the Mayor's Homelessness Recovery Plan is predicated on additional Prop C funding currently on Budget & Finance Committee reserve, being released for the rehousing plan. The following funding is appropriated in HSH's FY20-21 budget but on Budget and Finance Committee reserve pending review and approval of a final spending plan for Prop C funding.

Prop C caps RRH or housing subsidies less than 5 years at 12% of the total housing funding:

- Total Housing Funding from Prop C: \$196.8 million in FY20-21
- 12% cap on shorter-term subsidies: \$23.6 million

Population Allocation of Prop C Housing Funding in FY20-21

- \$108.2 million general population
- \$39.4 million TAY
- \$49.2 million Families

HSB is working with the Mayor's Office on a FY20-21 spending plan to present to the Prop C advisory committee for recommendations in order to present a spending plan to the Board of Supervisors in December and release funds from reserve in order to complete the rehousing initiative.

2. Are there other exits that fit the definition of an "exit to stability"? How do you define an "exit to stability"?

An "exit to stability" speaks to the commitment to offer each guest currently sheltering in place at SIP Hotels a connection to a permanent housing resource provided through the many resources mentioned above – these include short, medium and long-term *housing* solutions. An exit to stability is not returning to temporary crisis interventions such as congregate shelter or Safe Sleep.

3. How many guests have been assessed so far for a) Coordinated Entry or b) Problem Solving Screening?

- a. As stated in response 'D' above, 1,402 out of 2359 of SIP hotel guests have completed a Coordinated Entry assessment at some point in time, though some of these assessments have expired and are considered to be inactive. As of October 31, 2020, 781 (33%) of SIP Hotel guests are actively engaged in Coordinated Entry. To be clear, the goal is not for all guests in SIP hotels to have a Coordinated Entry Assessment as the first assessment for all guests is a Problem Solving Screening. Those who are not able to resolve their housing crisis through Problem Solving (short-term) resources will then participate in a Coordinated Entry Primary Assessment.
- b. Problem Solving Conversations are the starting point for every person experiencing homelessness and had been incorporated as part of the intake process for all guests entering SIP hotels. A Problem Solving Screening Tool was developed specifically for the Rehousing and Site Demobilization effort to begin proactively identifying needed resources. We are working closely with Care Coordinators, Providers and City partners to assess all SIP hotel guests as quickly as possible and look forward to providing more data as on this assessment tool as it becomes available.

a. How will 2500+ guests be systematically assessed across all sites?

A high level of coordination between City and Provider partners is required to support the SIP Rehousing and Site Demobilization Plan, the foundation of which begins with the development of a Byname List (BNL) for each SIP hotel site. These BNLs are now stored within RTZ, a room management system with complimentary confidential client information (Problem Solving Screening and Coordinated Entry Assessment) stored in the ONE System. Both data systems will inform Care Coordinators on exit planning as well as data reporting.

Staffing limitations prevent the City and Provider partners from assessing guests at all sites simultaneously. Assessments are and have been available to guests at all times and at all sites. However, participating in assessments is voluntary and working with a guest to actively engage in the assessment process can take time. HSH is concerned about the lower than anticipated levels of Problem Solving and Coordinated Entry Assessment data, but our recent data in the last month shows a significant increase in assessments across SIP hotels. HSH and its non-profit partners intend to deploy all resources to this effort and will focus this week on the pilot hotels (see below). Establishing a relationship with a guest and building trust are critical components to the assessment process.

A hyper focus on assessments will occur at the hotels based on the Phase in which they are slated to close. This way HSH can focus surge capacity to focus staffing resources on these efforts. Any individual at any site can receive an assessment by contacting staff on site or contacting a Coordinated Entry Access Point by phone. This information was recently provided by letter directly to each guest in Phase 1 and we need to continue to consistently encourage all guests to reach out to work on their exit planning immediately.

All SIP hotel sites are actively providing Problem Solving Screenings and Coordinated Entry Assessments and will utilize the BNL to track which guest have been assessed and which guests need additional follow-up. Site by site Screenings and Assessment progress is monitored on a weekly basis. The goal is to have all necessary screenings/assessments complete for all guests at the so that we can make strategic decision as to what housing options we will need to allocate.

Coordinated Entry Access Points are assisting in these efforts and lending their expertise in working with guests to understand and participate in these conversations. These critical practices require a large amount of coordination and staffing resources which is why they are being prioritized by the four phases of the SIP Rehousing and Site Demobilization Plan.

b. What specific guidance have the Hotel Operators been given to accomplish this?

HSH and the CCC have worked closely with providers since July 2020 when the Mayor's Homelessness Recovery Plan was announced with the commitment to rehouse guests sheltering in place at SIP hotels. HSH has communicated that while sites were continuing to expand, rehousing would begin in November 2020. This was communicated in weekly calls,

with leadership and in writing. Comprehensive trainings were conducted in September and October to ensure all City and Provider staff, specifically Care Coordinators understood the expectations and tools to support guests in their transition planning and assessment.

Please see Appendix A for a comprehensive list of all trainings offered to SIP Providers and City staff September – October.

As rehousing got closer and more specifics were determined, a letter was sent out to all SIP Providers on October 23, 2020 to inform them of which of the four Phases their site(s) were in and the SIP Rehousing and Site Demobilization Phase and Timeline was presented at the weekly SIP Provider Meeting on October 30, 2020. The CCC and HSH continue to socialize this process and timeline with internal and external stakeholders as quickly as possible. We as a City and County need to make quick decisions to prioritize life safety during a disaster and as the stewards of public funds. We continue to do our best to socialize plans and collect input from stakeholders as much as possible given the state of emergency we are in but we will continue to move with urgency to ensure people are rehoused and public funds are effectively deployed.

4. How many current SIP guests are Housing Referral Status?

As stated above in response 'E', 382 (16%) of the 1,402 guests sheltering in place at SIP hotels (including SIP trailers) have been determined to be Housing Referral Status. This data is not comprehensive as there are guests who have not yet completed a Coordinated Entry Assessment. A reminder that not all SIP hotel guests will need to complete a Coordinated Entry Assessment if they are able to resolve their housing crisis through Problem Solving resources and we have talked about steps being taken to increase these numbers. We need to see these numbers increase rapidly and we will learn more from our pilot sites over the next few weeks.

5. How many people have been placed into housing from Shelter In Place hotels to date?

Based on the data that is currently available, a total 49 households have been placed into housing from SIP hotels. We believe this to be an undercount as the data collected on exits from SIP hotels March – September 2020 prior to RTZ adoption across all SIP hotel sites has heavily relied on manual update/entry and there are outstanding exits that have not yet been verified and matched to ONE system exit destinations.

HSH and the CCC are actively working on public facing dashboards that will demonstrate the progress and exit destinations for guests transitioning out of SIP Hotels as part of the SIP Rehousing and Site Demobilization Plan.

6. Why are some site operators concentrated in Phase 1&2 versus being spread out to allow for better planning?

The SIP Rehousing and Site Demobilization Plan will occur in four phases from November 2020 – June 2021. A phased approach is necessary as we cannot rehouse all guests at one time, both from a staffing and housing resources capacity perspective. As we are reminded by the

Controller's Office, every month SIP hotels stay open costs the City an additional \$10 million. So as fast as this process is, even this length of time has significant implications given how many SIP hotels San Francisco has opened. We know from our national colleagues that even with a change in administration, FEMA is unpredictable and does not provide local jurisdictions with a long runway for when funding goes away. This has been the case in each disaster response in recent history and which is why it is so critical that San Francisco begin rehousing now.

The SIP Rehousing and Site Demobilization Plan will require high levels of coordination across City departments, provider partners, community partners and guests. There are a number of factors that went into deciding where sites are placed in the timeline that include the following:

- Date the Site began to take Guests
- Contract Terms
- Budget*
- Size of Site
- Equity
- Leadership
- Potential for Competing Priorities (i.e. CBO operated multiple sites, pre-COVID operations were to resume and staff and budget needed to be adjusted, etc.)

8. What have you done to draft the plan and gather feedback from SIP Hotel Operators?

The City has been intentional and thoughtful in designing processes to collect as much feedback as possible during a disaster.

Recognizing that this process needed to be developed rapidly and simultaneously with the continued response to the COVID-19 crisis, the City utilized the Advanced Planning Housing and Shelter Workgroup to solicit input that would inform the SIP Rehousing and Site Demobilization Plan. The Advanced Planning Housing and Shelter Workgroup, charged by the Mayor and Board of Supervisors with future planning as the City began reopening, established a goal to ensure that none of the approximately 2,500 homeless clients currently housed in temporary Shelter-In-Place (SIP) hotels exit the COVID response to unsheltered homelessness. This workgroup was co-chaired by Supervisor Walton and HSH Interim Director Abigail Stewart-Kahn and membership included DEM Executive Director Mary Ellen Carroll, LCHB co-chair Del Seymour, Executive Director of Larkin Street Youth Services Sherilyn Adams, HSA Director Trent Rhorer, Dr. Deb Borne with DPH and other City partners.

The Workgroup explored key issues related to the homeless response and behavioral health systems and developed a set of policy recommendations for the City to use to inform the development of the SIP Rehousing and Site Demobilization Plan by prioritizing equity and considering the impacts on unsheltered individuals and street conditions. With leadership of community representatives, the Advanced Planning Group and HSH hosted two Provider input

sessions and LHCB hosted a special session to gather public input from provider and public stakeholders, including those with lived experience.

In addition to these input sessions, the Workgroup received input from other sources including COVID Command Center Neighborhood Plans , several additional input sessions with nonprofit providers, and open letters from Provider Associations. The input and feedback from these sessions ultimately informed the development of the Mayor's Homelessness Recovery Plan which in turn informed the SIP Rehousing and Site Demobilization Plan. In crisis responses, federal, state and local governments necessarily make more decisions with less input and more speed than our typical approach in San Francisco. We acknowledge that this is difficult. And we need to continue to proceed with haste - balancing life safety and fiscal responsibility.

Starting in October 2020, HSH began to socialize the SIP Rehousing and Site Demobilization Plan with stakeholders including providers, elected officials, community, City partners and the public. This socialization includes but is not limited to the following stakeholder groups:

- Between July – November 2020, communicated with providers on a collective weekly call about the continued expansion of SIP hotels through November and preparation for SIP Rehousing launch in November
- October 13, 2020 SIP Rehousing and Site Demobilization Kick-Off (SIP Providers and CCC Branch)
- October 13, 2020 Hotel Council
- October 14, 2020 HSH All Staff Meeting
- October 15, 2020 Quarterly Leadership Meeting (HSH and provider leadership)
- October 21, 2020 Board of Supervisors CCC Briefing
- October 23, 2020 Written notification to all SIP Providers
- October 23, 2020 HSH Strategic Framework Advisory Committee (includes provider-selected representatives, HSH Director and HSH Director of Strategy and External Affairs)
- October 23, 2020 Embarcadero SAFE Navigation Center Advisory Committee
- October 30, 2020 Written notifications to Phase 1 SIP Hotel Guests
- October 30, 2020 HSH Housing Provider Special Meeting
- October 30, 2020 meeting with the Coalition on Homelessness
- November 2, 2020 Local Homeless Coordinating Board (LHCB) Meeting

To support the rehousing pilot of three sites that will kick off November 2, 2020, HSH has formed an Implementation Team and a Logistics Team which meet every day to discuss client matches, unit availability and the operational processes required to house people. HSH and SIP Provider staff participate in these daily meetings. These meetings are in addition to the Care Coordinator position that all SIP Providers were asked to create in September 2020 and so these key staff could participate in the trainings included in Appendix A of this document to ensure they are knowledgeable ambassadors of the SIP Rehousing and Site Demobilization Plan.

While the total numbers are massive and every single number represents a human being in need of our care, HSH has decided to strategically focus on three hotels with an intentional pilot with expert HUD TA onsite. We will be providing further details on learnings from this pilot on an ongoing basis to community. Plans for the pilot launching today were shared in the forums above and are included in the LHCB presentation included as Appendix C.

9. How many more SIP placements will occur through November?

The last two SIP hotels to open will continue to take new placements until capacity is reached or until November 15, 2020, whichever comes first. Backfills to other sites will stop now. Transfers -- which include the need to transfer due to domestic violence or similar circumstances --within the SIP Hotel system of care will continue across sites that have not yet confirmed their BNL.

10. How is the City supporting the dozens of workers who will be laid off from their roles at the SIP sites?

SIP Hotel sites were always a temporary solution, and we are grateful for the amazing non-profit partners who quickly responded to the need to quickly staff up and operate SIP hotels to respond to the need of those most vulnerable to the COVID-19 virus. We are in conversation with two providers who are particularly concerned about this and there may be others. For these providers, we are working to creatively problem solve. We know these providers operate other programs and may be able to hire these staff within their existing contracts and/or to their expanding contracts. Many other providers tell us they are looking forward to having their staff back at their original sites to fill vacancies there and that they are excited to begin the rehousing effort.

More broadly speaking, HSH and the City will continue to support Providers operating SIP hotels to creatively identify options to transition staff to other programs within their portfolios and explore additional Technical Assistance resources for non-profit Providers in partnership with the Controller's Office to provide additional support in working with temporarily hired staff to support them as SIP sites demobilize.

11. What is the plan to re-populate congregate shelters?

Congregate shelter continues to be a limited resource. HSH and the CCC continue to reactivate congregate shelter to COVID-informed capacity and work to bring additional congregate shelter resources online as mentioned in question #2 of this document. HSH is currently reviewing the current shelter capacity against the pre-COVID capacity in order to better understand long-term temporary shelter needs and what congregate shelter will look like post-COVID.

Referrals to congregate shelter are managed through a centralized referral process managed through the CCC that is publicly available. CCC Guest Placement Coordinators will allocate Congregate Shelter beds through the referring entities outlined below. These ongoing allocations will be evaluated at the end of each week and numbers may be adjusted based on

previous utilization. Once the needs of these referring entities have been met, remaining beds can be made available to the remaining referring entities.

Referrals to Congregate Shelter will be referred to CCC Guest Placement Coordinators from the following referral sources based on availability:

- a. Hospital outflow
- b. I&Q outflow
- c. SFHOT / HSOC

12. What are the results of the analysis of which Safe Sleeping Sites will remain open, for how long, and what capacity?

Final analysis is still being conducted and we look forward to sharing final timelines and projected capacity of the Safe Sleeping Program to share with you when we meet with your offices the week of November 2, 2020. For context, the original budget including addbacks for the Safe Sleeping Program was approximately \$13 million for capital and operations.

Unfortunately, FEMA has since changed what it is willing to reimburse in congregate settings, including Safe Sleeping, leaving less FEMA resources for San Francisco's Safe Sleeping Program.

We are all interested in learning more about expansion of Safe Sleep and how it fits into the Homelessness Response System and look forward to working with stakeholders to identify additional funding resources.

Appendix A: SIP Rehousing: Training for Enrollment Initiative Process:

RTZ training and data entry is the priority during this time period

DATE	ACTION	STATUS
9/29 – 10/9	Housing Group will confirm the names and contact information for Care Coordinators and back-up staff.	Completed
9/29 – 10/9	All Care Coordinators and back-up staff must complete the DPH Privacy Certificates ahead of RTZ training. <i>NOTE: Training cannot proceed without certificates for every Care Coordinator.</i>	Completed

RTZ Training and Data Entry Timeline:

DATE	ACTION	STATUS
9/16 – 9/24	Care Coordinator Training: All Care Coordinators complete DPH Privacy and Compliance Training. This MUST be completed in order to move forward with RTZ training.	Completed
9/25	Overview/Introduction: Overview of the RTZ Rapid Enrollment Initiative (timeframe and objectives) and an introduction to RTZ itself. This will focus on more the conceptual-level RTZ, like how the system works and the different views they will have access to. We will also discuss their ongoing interaction with RTZ in needing to keep it updated after the two-week intensive is over.	Completed

9/28	RTZ Training: This will be a more detail focused RTZ training with the specific use cases that we expect the Care Coordinators to encounter. For example, referring new clients, filling out detailed referrals, accepting clients to the site/room, discharging clients who are no longer there, etc. After this we expect them to be able to functionally use RTZ.	Completed
9/28	Care Coordinators and RTZ: Care Coordinators will spend Monday working in RTZ itself to begin getting their site updated and the CCC Data and Reporting Team will be on-hand (virtually) to help. All questions should be written down by Care Coordinators so they may be addressed as a group at the Q&A session on 9/29.	Completed
9/29	QA Session: CCC Data Team will hold an hour of time for Care Coordinators to bring all the questions generated during their work 9/28 to get answered in a Q&A session. This will have all the Care Coordinators present so that questions can be brought up and answered for everyone together	Completed
9/29 – 10/9	RTZ Input: Sites will be expected to have all Guest(s) entered in RTZ with Referral/Patient Record fields filled for all guests.	Completed

Ongoing	Data Support: CCC Data team will be answering questions/providing support for these folks throughout the two weeks.	Ongoing
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ONE SYSTEM TRAINING:

ONE System will contain client-level data and will bridge data to RTZ.

DATE	ACTION	STATUS
10/9	ONE System Training: This will be for Care Coordinators, Access Points or other staff members who would participate in SIP wind down <i>Note: There have been two ONE System trainings that have occurred in September and many of the Access Points have already been trained.</i>	Completed
10/9	Problem Solving Screening Training: Will be available in the ONE System training and curriculum will be complete.	Completed
10/12 – 10/16	Coordinated Entry Training: Will provide a series of trainings for the Care Coordinators. Trainings include the following: Weekly Staffing Facilitation, Generating Byname List Reports, Escalating cases to the Housing Match and Resolution Conference, etc.	Completed

Appendix B: Vacancies in Supportive Housing Presentation

This presentation on vacancies in supportive housing is attached to this letter of response as a supplemental document and is publicly posted on legistar:

<https://sfgov.legistar.com/View.ashx?M=F&ID=8762890&GUID=DFD18006-1FDC-4AAA-B760-9434881DDCE4>

This is a presentation that was given by representatives from HSH, MOHCD and SFHA during the September 3, 2020 Board of Supervisor's Hearing on Vacancies in Supportive Housing the Government and Audit Oversight Committee.

Appendix C: SIP Rehousing and Site Demobilization LHCB Presentation

This presentation is attached to this letter of response as a supplemental document and publicly posted on the HSH website: https://hsh.sfgov.org/wp-content/uploads/2020/11/SIP-Rehousing-Presentation_LHCB_FINAL-DRAFT.pdf



DEPARTMENT OF
HOMELESSNESS AND
SUPPORTIVE HOUSING

Shelter-in-Place (SIP) Rehousing Plan

Abigail Stewart-Kahn, HSH
Dedria Black, HSH

Darlene Matthews, HUD TA
Michele Williams, HUD TA

Local Homelessness Coordinating Board
(LHCB), October 2020

Mayor's Homelessness Recovery Plan

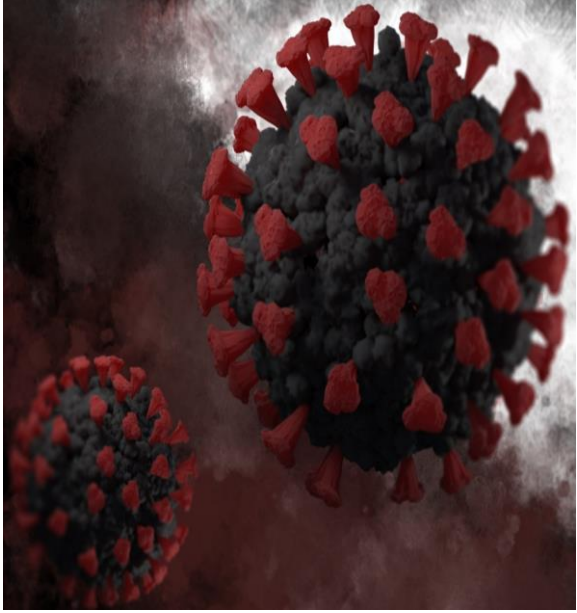
In order to Rehouse

- 1,500 new units of Permanent Supportive Housing (PSH)
- 1,500 placements into existing PSH pipeline
- 1,500 placements into existing PSH units where turnover occurs
- Expand Problem Solving
- Create medium-term housing solutions for Adults

In order to take care of those still on the streets or becoming homeless

- Expand Homelessness Prevention
- Reactive Congregate Shelter to the COVID informed capacity of ~1,000 beds in the adult system (~2,000 beds pre-COVID)
- Expand Congregate Shelter: Open Bayview SAFE Navigation Center and Lower Polk TAY Navigation Center in early 2021
- Maintain Safe Sleep

COVID-19 Response – Shelter In place Hotels



- **February 2020:** CCSF declares state of emergency
- **March 2020:** DPH issues shelter-in-place guidance
- **April 2020:** First SIP Hotel opened
- **Sept 2020:** City met goal of 2600 SIP units
- **November 2020:** City will stop all intake into SIPs and begin the focused rehousing effort

Additional prevention and mitigation approaches were taken across our system of care including new shelter, shelter distancing, outreach education and resources, I & Q hotels, Safe Sleeping pilots, homelessness prevention practice changes, eviction moratorium, new approaches in PSH, continued housing, accelerated RRH, 24/7 HSH on call manager, distribution of PPE across system of care and many more.

SIP Rehousing: Overview

- SIPs were always intended as a temporary measure for those most vulnerable to COVID-19
- Hotels are not a cost-effective long-term solution and are not sustainable.
- Isolation & Quarantine (I & Q) hotels will remain active.
- The City has an expansion plan for hospitals and I&Q should we face a surge.
- Housing is the permanent solution to ending homelessness. We have been working on massive housing expansion even as we continued to expand SIPs and prepared to Rehouse

SIP Rehousing: Overview

1. Develop Rehousing Options
2. Confirm Data Collection
3. Develop SIP Rehousing Process & Timeline
4. Communications

SIP Rehousing: Commitments and Resources

Commitments

- Exits to stability, not street
- 100% of SIP guests participate in Problem Solving Screening
- Coordinated Entry is the pathway to equity
- The SIP hotels have been an effective but *expensive* temporary solution which has successfully saved lives for COVID vulnerable individuals

Resources

- Approved HSH FY20-21 Budget
- Pending - additional funding from FEMA, State, Federal, San Francisco Housing Authority (SFHA) and other local measures
- Pending - Our City Our Home (Prop C): Voter supported tax

SIP Rehousing: Developing Housing Exits

Short Term Housing Expansion

- Diversion including one-time grants and connections to family/friends

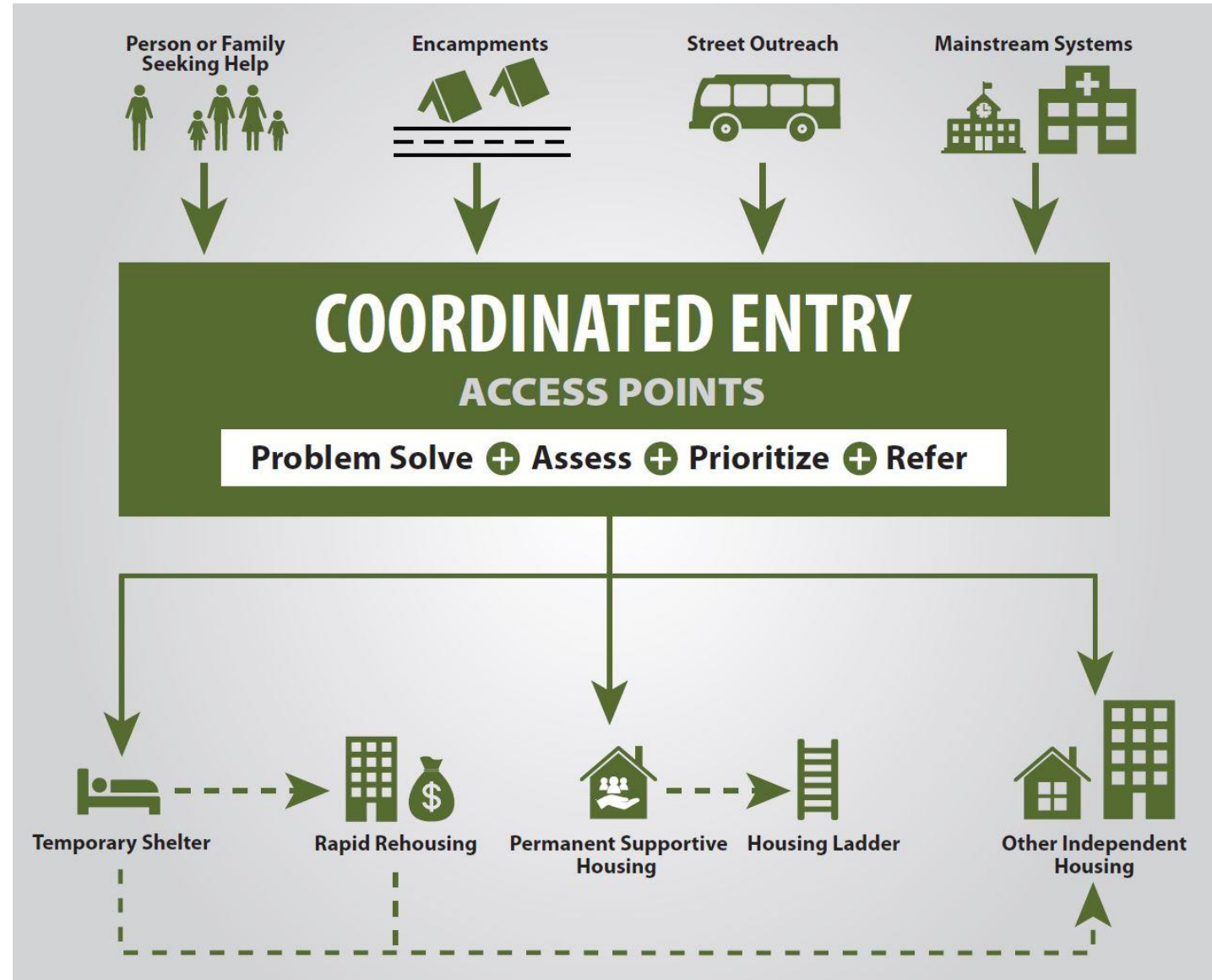
Medium Term Housing Expansion

- Bridge subsidies, Rapid Rehousing (RRH) for those in SIPs

Long Term Housing Expansion

- Use every PSH resource by matching faster, bringing off-line units online faster and lowering all non-required barriers to housing
- Expand PSH through purchase, master lease and flex-pool
- Expand PSH through existing pipeline

SIP Rehousing: Homelessness Response System



SIP Rehousing: Develop Process & Timeline

- SIP Rehousing Plan was based on the following factors:
 - Date the site began to accept guests
 - Hotel contract terms
 - Equity
 - Budget
 - Size of site
 - Leadership
 - Potential for Competing Priorities (i.e. CBO operates multiple sites, pre-COVID operations are to resume, staff and budget need to be adjusted, etc.)
- Costing plan – not balanced

SIP Rehousing: Process & Timeline

Four (4) Phased approach for 25 sites

- Two (2) months of focused rehousing and approximately 2-4 weeks to demobilize hotel
- CCC Demobilization Team will review BNL weekly to monitor site wind down

	Start Date	Anticipated Rehousing Date*	# of Sites	Sites
Phase 1	11/2/2020	12/21/2020*	7	1, 2, 4, 5, 6, 29, 31
Phase 2	1/4/2021	2/22/2021	7	17, 25, 33, 34, 35, 38, 44
Phase 3	3/1/2021	4/19/2021	6	7, 11, 28, 30, 32, 36
Phase 4	5/3/2021	6/21/2021	5	10, 42, 47, 48, 49

*Community feedback, exploring if this can be extended through the holidays based on fiscal and contracting requirements.

SIP Rehousing: Confirm Data Collection

- **RTZ:** A bed management information system that tracks occupancy and generates a byname list (BNL) per site
- **Problem Solving/Coordinated Entry + ONE System:** A homeless management information system that hold client information [with ROI for each guest]
- **Care Coordinators:** Now staffed at each site, are be responsible for managing the site ByName List (BNL) and ensure HRS ROI's are signed
- **HSH Support:** HSH has provided added staffing, training and support to the Care Coordinators

SIP Rehousing: All SIPs + Phase 1 Pilot

What we know; what we don't *yet* know for SIP hotel portfolio:

- Active guests in SIPs today: 2,359
- Problem Solving/Coordinated Entry:
 - 91% of SIP guests have matched to an existing ONE profile
 - 33% are active in Coordinated Entry
- Housing Referral Status: 382 (16%)
- Have already been Rehoused: ~49

What do we know; what we don't *yet* know for Phase 1 (7 sites):

- Active guests in SIP Phase 1 Today: 499
- Problem Solving/Coordinated Entry:
 - 94% have ONE profile
 - 45% are active in Coordinated Entry
- Housing Referral Status: 108 (22%)
- Have already been Rehoused: ~10

SIP Rehousing: Disaster Rehousing Strategies

Real-Time

Flexible

Action Oriented

Operate with Urgency

TA Team Can Be of Utility, Build from Your Strengths

Give Grace to Yourself and Each Other

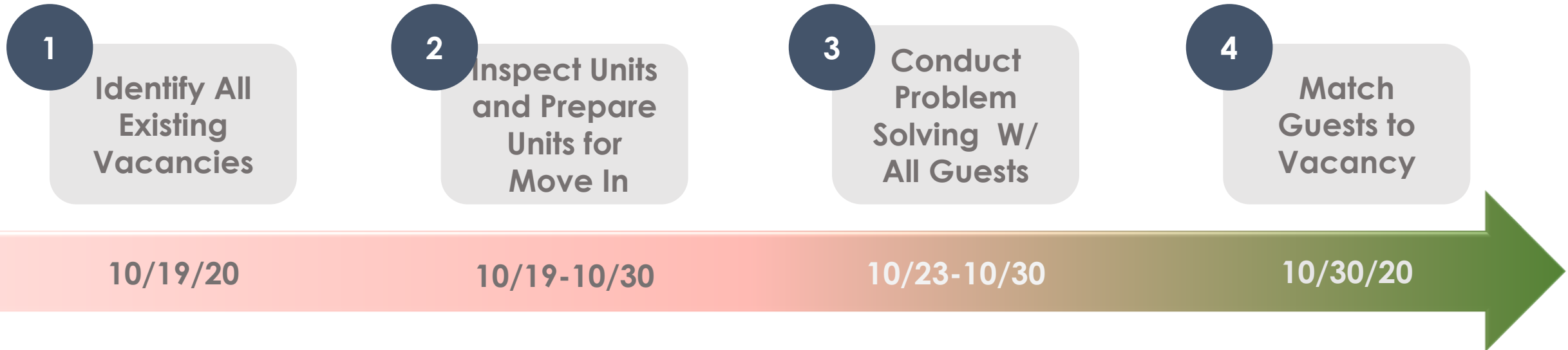
SIP Rehousing: Housing Fair Approach

Goal:

Ensure all guests in SIP hotels exit to permanent housing

- Begin w/ 3 pilot sites (2, 4, 31)
- Accelerate Housing Placements by streamlining housing processes before and during a large re-housing event
- Housing Fair Days will include
 1. Problem Solving,
 2. CE Assessment and
 3. Housing for those who have completed 1 and 2
- Conduct equity impact assessment and gather learnings from this pilot to refine approach and inform broader Phase 1 Winddown Strategy

SIP Rehousing: Housing Fair Approach Pre-Steps



SIP Rehousing: During Site Visit

1

Guest chooses among units available, completes paperwork w/ provider

2

Schedule Move-In Date and Transportation (within 36 Hours)

3

Arrange furniture and move-in supplies

4

Provider Supports Move-In and Connection to Services

Week Of November 2nd - All Guest Move Into Housing

SIP Rehousing: Reducing Barriers (HUD funded)

1. Megawaivers:

- Provide flexibility to move money around in your budget quickly
- Allow for units to be inspected virtually or with pictures
- Expanded time frames for getting documentation: Disability verification not needed at intake

2. Dedicated Plus Designation

- Reduce documentation burden for CH status

SIP Rehousing: Reducing Barriers (all programs)

Reducing Barriers

- Focus on the minimum documentation needed to get someone into housing
- Can most of the documentation required be collected after the guest moves into housing?
- We will be providing benefits navigation onsite at each fair
- State DMV offering an expedited ID process (fees waived)
- HSA (CAAP) benefits representatives will be onsite for real time sign up for benefits
- Identify what HUD and HSH can do to try and eliminate existing documentation barriers to support quick placement

SIP Rehousing: Rehousing Pilot

Anticipate the following status of guests at the end of Pilot:

1. Actively engaged in rehousing, need more time
2. Actively engaged in Problem Solving, need more time
3. Have been presented with 3 options based on Problem Solving Screening and/or Coordinated Entry Assessment results and declined
4. Have not engaged with Care Coordinators despite repeated attempts

Remaining LHCB Advance Questions re: SIP Rehousing

- LCHB provided HSH questions in advance. Most were answered during this presentation, those that remain we look forward to sharing as this process and our learning continues to evolve
- Can speak to other questions at a future meeting which relate to Homelessness Response System
- Publishing an FAQ which will continue to evolve

Thank you



DEPARTMENT OF
HOMELESSNESS AND
SUPPORTIVE HOUSING



SFHA | SAN FRANCISCO
HOUSING AUTHORITY



**Mayor's Office of Housing and Community
Development**

Vacancies in Supportive Housing

Board of Supervisors

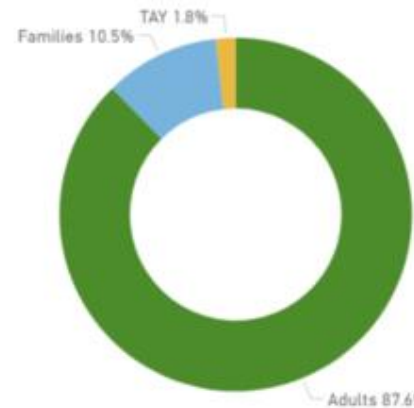
Government and Audit Oversight Committee

September 3, 2020

Supportive Housing: Portfolio Overview

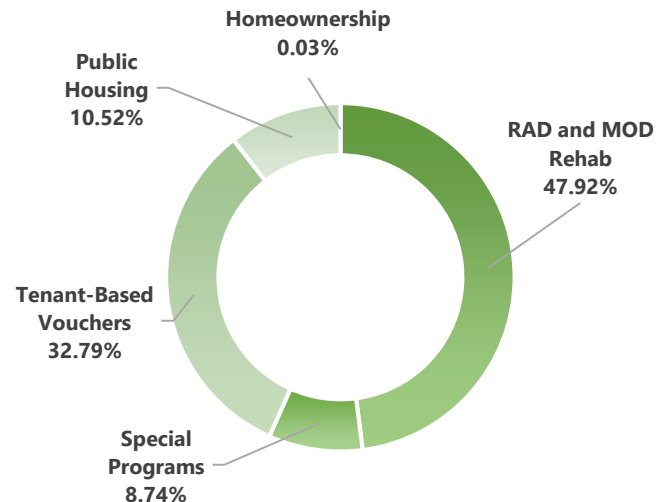
- **23,263** units/vouchers of supportive housing in San Francisco
 - 8,012 units in HSH's portfolio
 - 15,251 units/vouchers in SFHA's portfolio
- **1,443** Total Vacancies across portfolio
 - 484 in HSH portfolio
 - 149 pending referrals
 - 959 in SFHA portfolio
- **Role of MOHCD**
 - Development of pipeline in coordination with HSH
 - Ensure compliance with MOHCD affordability requirements

HSH Permanent Supportive Housing



Population	Units	% of Whole
Adults	7,022	87.64%
Families	844	10.53%
TAY	146	1.82%
Total	8,012	100.00%

SFHA Housing Portfolio



Program	# of Units/Vouchers	% of Total
Special Programs (FUP, Mainstream, VASH, NED)	1,333	8.74%
RAD and MOD Rehab	7,309	47.92%
Tenant-Based Vouchers	5,001	32.79%
Public Housing	1,604	10.52%
Homeownership	4	0.03%
Total	15,251	100%

HSH Supportive Housing: Referrals



Referrals to Supportive Housing

- Coordinated Entry acts as prioritization and referral source for 100% of HSH Supportive Housing Units in San Francisco
- Some supportive housing referrals for SFHA come through SFHA waitlist, Human Services Agency and San Francisco Veterans Affairs.
- Each referral is unique based on individual's unique circumstances: income, benefits enrollment, veteran status, on site service model, and client choice.

FY19-20 Placements into Supportive Housing

- 1,006 placements in HSH's supportive housing portfolio
 - Average of 82 placements / month in HSH portfolio in FY19-20
- 754 placements in SFHA's supportive housing portfolio
 - Average of 63 placements / month in SFHA portfolio in FY19-20

Supportive Housing: Housing Navigation Process

Person or Family Experiencing Homelessness is Assessed and determined to be **Housing Referral Status**



Housing Navigators partner with **Housing Referral Status person/family** to gather documents, document eligibility and match to available unit



Housing Provider and/or **SFHA** conduct background check, eligibility verification, and move in. **Housing Navigator** Supports **Housing Referral Status household** through the process.



Person or Family housed

Supportive Housing: Improving Processes

Lower Barriers to Housing

- Universal Housing Application

Increased Coordination

- Housing Conferences: real-time coordination with Access Points, Housing Navigators, Housing Providers and City Agencies (HSH, SFHA, HSA)

Continued investment in Multiple Housing Strategies

- Mayor's Homelessness Recovery Plan includes largest expansion of supportive housing in the last 20 years
- Rapid Rehousing, Scattered Sites and Flex Pool Subsidies
- Support initiatives for individuals to move out of supportive housing (BMR and Housing Ladder, etc.)
- Prevention
- Affordable Housing

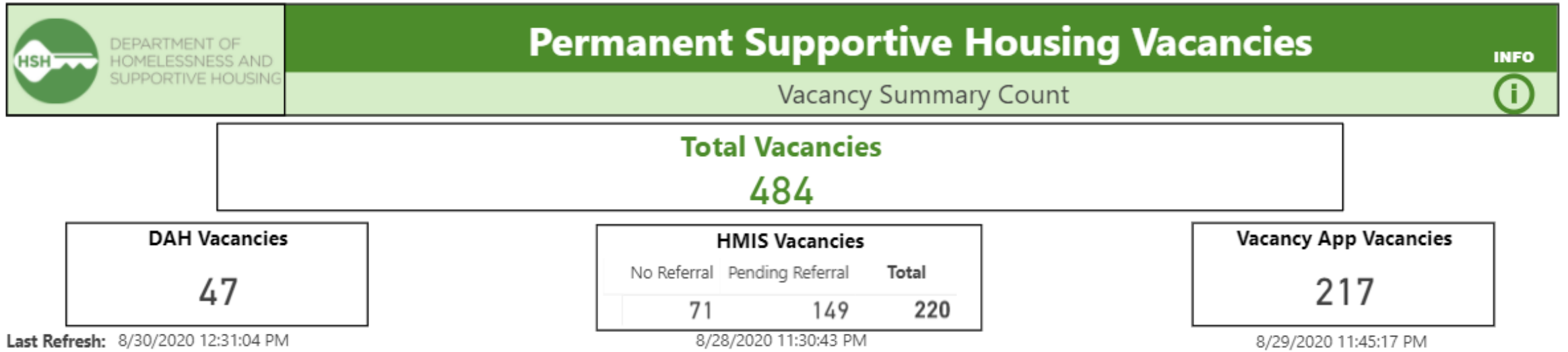
HSH Supportive Housing: Referral Process

- Access Points serve Adults, Families and TAY across the City
- Coordinated Entry Assessment assesses eligibility and determines if a household is Problem Solving or Housing Referral Status
 - Assessment tool is based on Barriers to Housing, Vulnerability and Chronicity of Homelessness
- Once a household is determined to be Housing Referral Status they are matched with available supportive housing units through the ONE system by Access Point providers.*
- Language Access
 - Documents are translated in four languages: Filipino, Spanish and Chinese
 - Language line: over 250 languages available

**Referral matching is conducted through the ONE System for all but legacy DAH portfolio and Care not Cash units.*



HSH Supportive Housing: Vacancy Overview

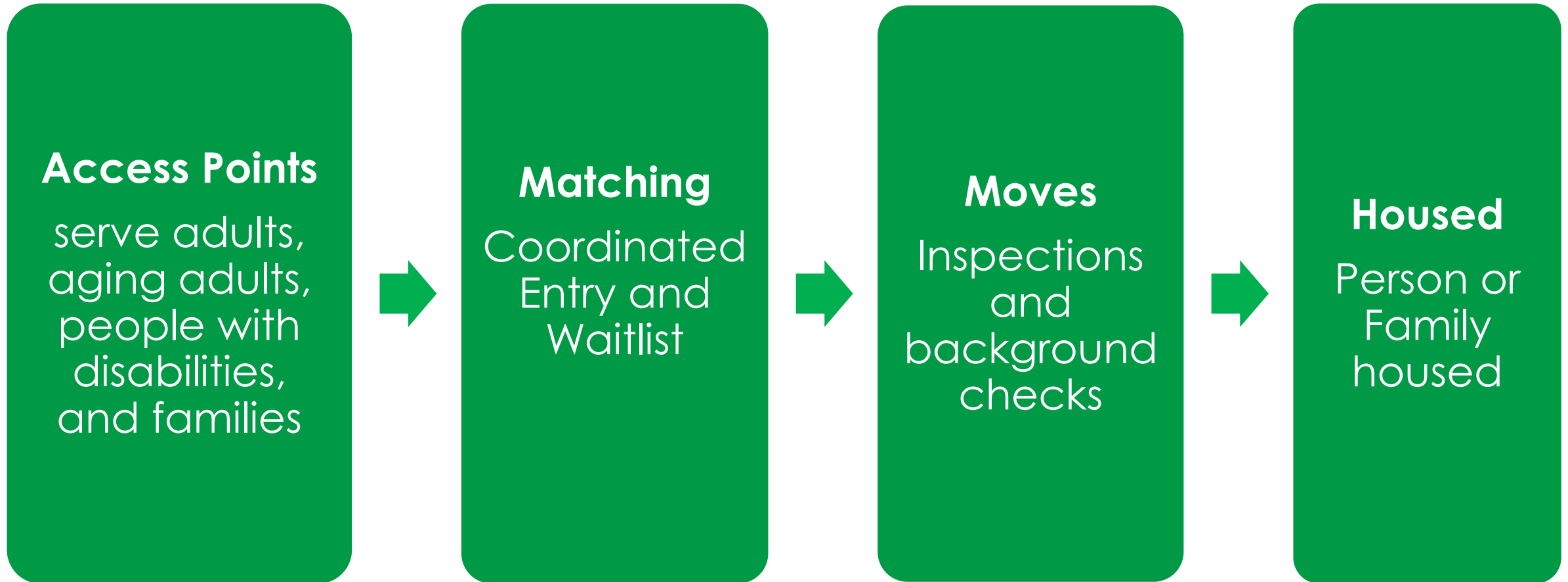


- **484 Vacancies in HSH Permanent Supportive Housing**
 - 14% are open and available for referrals (71 Units)
 - 40% have been matched with people who are preparing for move-in (196 Units)
 - 44% are offline/being prepared for occupancy (217 Units)
- **HSH developed San Francisco's first real-time vacancy tracking system for available and offline units**
 - Monthly reports for both dashboards starting September 2020
 - ONE System project underway to add offline vacancy tracking capability

HSH Supportive Housing: Addressing Vacancies

ACTION	STATUS
Increase Coordination with Stakeholders	<ul style="list-style-type: none"> • Mapped process flow • Expanded Housing Conferences began in August 2020 • SIP Hotels: Opened and will wind-down in coordination with City and provider partners
Develop Tracking System for Vacancies in Supportive Housing	<ul style="list-style-type: none"> • Vacancy Tracker • Offline Vacancy Tracker • ONE System FY21-22
Explore how to expedite bringing offline units online	HSH following up with specific partners and processes
Create ONE System Advisory Committee	Recruitment underway
Universal Housing Application	Under internal review
Goal of 300 Referrals to supportive housing from December 1, 2019 – January 31, 2020	Goal Exceeded: 305 referrals completed

SFHA Supportive Housing: Referral Process



Language Access

- Documents are translated in four languages: Russian, Vietnamese, Spanish, and Chinese
- Language line: over 250 languages available

SFHA Supportive Housing: Vacancy Overview

Program	Total	Referrals in Process	Occupied	Vacant	Utilization Rate
Special Programs <i>FUP, Mainstream, VASH, NED</i>	1,333	20	1,128	205	85%
RAD and MOD Rehab	7,309	77	6,768	541	93%
Tenant-Based Vouchers	5,001	0	5,001	0	100%
Homeownership	4	0	4	0	100%
Total	13,647	97	12,901	746	95%
Public Housing	1,604	0	1,391	213	87%

MOHCD Supportive Housing: Overview

Portfolio

- 3,450 PSH units with MOHCD loan or contract requiring deed restricted affordability

Pipeline

- 1,139 PSH units in pipeline to come online prior to 2025, of which:
- 627 PSH units currently under construction
- 583 units(51%) adults; 162 units (14%) seniors; 61 units (5%) TAY; 103 units (9%) veterans; 230 units (20%) families
- 249 units for the No Place Like Home (NPLH) target population (serious mental illness)

Role and Coordination

- MOHCD and HSH program 100% affordable sites for PSH
 - Typically 20-30% of units set aside for PSH units, or 100% PSH
 - Target populations: adults, families, seniors, TAY, veterans, NPLH
 - Based on site feasibility, funding availability, HSH target population priorities
- MOHCD and HSH coordinate initial lease-up of units to ensure financing deadlines are met, and HSH provides tenant referrals for initial lease up and to fill vacancies
- MOHCD asset management ensures compliance with contract requirements, overseeing the project's financial and physical health

Conclusion

Thank you to all of our partners that are working together to provide supportive housing.



From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: (Meal Delivery Program)
Date: Wednesday, November 4, 2020 9:46:00 AM
Attachments: [text_1604510728264.txt](#)

From: +14157567310@mymetropcs.com <+14157567310@mymetropcs.com>
Sent: Wednesday, November 4, 2020 9:34 AM
To: Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>
Subject:

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Board, I understand the meal delivery program Great Plates is near it's funding expiration. I urge the Board to extend the service. Where I live it is not only a lifeline to the recipients, but is also keeping local restaurants from closing. Thank You, David Grace

From: [Board of Supervisors, \(BOS\)](#)
To: [BOS-Supervisors](#)
Subject: FW: FILE 20066 - Anonymous v Police Commission - Fw: RE: New 67.21(d) Petition - Police Commission SB 1421 records
Date: Thursday, November 5, 2020 8:52:00 AM
Attachments: [FILE 20066 - Anonymous v Police Commission - Fw RE New 67.21\(d\) Petition - Police Commission SB 1421 records.msg](#)

-----Original Message-----

From: Anonymous <arecordsrequestor@protonmail.com>
Sent: Wednesday, November 4, 2020 8:17 PM
To: SOTF, (BOS) <sotf@sfgov.org>
Cc: Records, Supervisor (CAT) <Supervisor.records@sfcityatty.org>
Subject: FILE 20066 - Anonymous v Police Commission - Fw: RE: New 67.21(d) Petition - Police Commission SB 1421 records

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

From: [Anonymous](#)
To: [SOTF. \(BOS\)](#)
Cc: [Records_Supervisor \(CAT\)](#)
Subject: FILE 20066 - Anonymous v Police Commission - Fw: RE: New 67.21(d) Petition - Police Commission SB 1421 records
Date: Wednesday, November 4, 2020 8:17:15 PM
Attachments: [Attachment A.pdf](#)
[Ltr. to Muckrock 11.4.2020.pdf](#)
[Attachment B.pdf](#)
[signature.asc](#)

SOTF - Please include this email thread and all attached documents in File 20066, Anonymous v. Police Commission.

Supervisor of Records Dennis Herrera,

This is a further, new, SF Admin Code 67.21(d) petition against the Police Commission specifically for those SB 1421 records withheld under Penal Code 832.7(b)(6).

You have seemed to rule that the Police Commission may withhold any SB 1421 police misconduct records under Penal Code 832.7(b)(6) "where, on the facts of the particular case, the public interest served by not disclosing the information clearly outweighs the public interest served by disclosure of the information", *without actually denying (or granting) our March 12, 2020 petition to determine that each of the withheld records are public, as required under SFAC 67.21(d)*. This allows the Police Commission to arbitrarily withhold any records or parts of records, specifically in violation of the voters' intent in enacting SF Admin Code 67.24(i) which prohibits such arbitrary withholding and requires instead explicit justifications to be used.

We raise three arguments:

1. Herrera's interpretation of SFAC 67.24(i) renders it superfluous in light of SFAC 67.24(g), and thus violates rules of statutory interpretation

You interpret SF Admin Code 67.24(i) to "prohibit[] city departments from relying on the general balancing provision of Government Code Sec. 6255, and allow[] City departments to rely on specific exemptions that involve a balancing element." But SF Admin Code 67.24(g) already prohibits Gov Code 6255 and all similar exemptions. Your interpretation contradicts Supreme Court direction on statutory interpretation and the Constitution, Art I, Sec 3(b)(2).

“When we interpret a statute, [o]ur fundamental task . . . is to determine the Legislature's intent so as to effectuate the law's purpose. We first examine the statutory language, giving it a plain and commonsense meaning. We do not examine that language in isolation, but in the context of the statutory framework as a whole in order to determine its scope and purpose and to harmonize the various parts of the enactment. If the language is clear, courts must generally follow its plain meaning unless a literal interpretation would result in absurd consequences the Legislature did not intend. If the statutory language permits more than one reasonable interpretation, courts may consider other aids, such as the statute's purpose, legislative history, and public policy.” „Furthermore, we consider portions of a statute in the context of the entire statute and the statutory

scheme of which it is a part, giving significance to every word, phrase, sentence, and part of an act in pursuance of the legislative purpose." ” (*Sierra Club v. Superior Court* (2013) 57 Cal.4th 157, 165-166, internal citations omitted).

Your interpretation fails to give significance to "every ... phrase" of the Sunshine Ordinance, namely you disregard SFAC 67.24(i) as distinct from SFAC 67.24(g).

“Statutes must be interpreted, if possible, to give each word some operative effect.' 'We do not presume that the Legislature performs idle acts, nor do we construe statutory provisions so as to render them superfluous.” (*Imperial Merchant Ser. v. Hunt*, 47 Cal.4th 381 (Cal. 2009), internal citations omitted).

Your interpretation of 67.24(i) makes subsection (i) completely coterminous with subsection (g) and thus superfluous.

Because the electorate enacted both SFAC 67.24(g) and 67.24(i), you should take the section as it is worded: that the electorate intended to prohibit *all* "exemption[s] for withholding for any document or information **based** on a finding or showing that the public interest in withholding the information outweighs the public interest in disclosure." (under 67.24(i)) and *also* prohibit Gov Code 6255 (under 67.24(g)).

The words of SFAC 67.24(i) match the contours of PC 832.7(b)(6), and thus PC 832.7(b)(6) is prohibited. There is no ambiguity in 67.24(i) so you may not go beyond the plain meaning of the subsection. Finally, your analysis does not comport with Art I, Sec 3 of the Constitution - under *City of San Jose v Superior Court* (2017), Prop 59 was held to modify the rules of statutory construction for public records cases:

"In CPRA cases, this standard approach to statutory interpretation is augmented by a constitutional imperative. (See *Sierra Club v. Superior Court*, supra, 57 Cal.4th at p. 166.) Proposition 59 amended the Constitution to provide: "A statute, court rule, or other authority, including those in effect on the effective date of this subdivision, shall be broadly construed if it furthers the people's right of access, and narrowly construed if it limits the right of access." (Cal. Const., art. I, § 3, subd. (b)(2), italics added.)" (*City of San Jose v. Superior Court* (2017))

You have instead chosen to interpret 67.24(i) so as to narrow the right of access, and thus broaden the permitted exemptions.

2. Penal Code 832.7(b)(6) remains prohibited even under Herrera's interpretation of SFAC 67.24(i)

Your office has apparently argued, in Attachment B to the Ethics Commission, that instead of taking SFAC 67.24(i) at the voters' intent through its plain meaning, each potentially prohibited exemption must be analyzed under certain factors. First, I will note that the Ethics Commission does not have the power to "overrule" the Sunshine Ordinance Task Force's determination whether or not information is public; instead, the Commission merely judges

whether or not a department head or elected official committed official misconduct by *willfully* violating the Sunshine Ordinance under SFAC 67.34; that is their sole jurisdiction - the willfulness of violation. Only you and the SOTF, and not the Ethics Commission, can administratively determine that a record is public.

We do not concede that 67.24(i) means anything but precisely what it says. However, even under your analysis, Penal Code 832.7(b)(6) must fall. Penal Code 832.7(b)(6) provides city agencies a means to exempt any SB 1421 police misconduct record whatsoever - i.e. to "abuse or over-use the catch-all balance". There is no narrower restriction on what may be withheld beyond the public-interest balancing test, as you argue exists in Evidence Code 1040 and 1041. This differentiates PC 832.7(b)(6) from the evidence code privileges.

If *all* information withheld under PC 832.7(b)(6) is *solely* personally identifying information which would also constitute a violation of the Constitutional right to personal privacy if disclosed, then there is no additional balancing act required, and such exemption may be claimed under Gov Code 6254(c) or under the privacy clause of the Constitution instead. However, it is unclear whether or not this is the case, or whether other, non-personally identifying information, is actually being withheld. For example, the Police Commission has previously drafted a policy to withhold some gory or disturbing content under PC 832.7(b)(6). Such subjective and arbitrary censorship must not be allowed to stand, and is not permitted in San Francisco.

Under SF Admin Code 67.26, only the specific PII should be redacted so as to not violate the right of privacy, and the remainder of the records released.

3. Even under Herrera's interpretation of SFAC 67.24(i), Herrera has failed to determine whether each record withheld in fact meets the requirements of Penal Code 832.7(b)(6)

You have not - it appears - actually reviewed those records withheld by the Police Commission and "determined" whether or not any of those records - or any portion of them - are public. Please do in fact review each such record and determine whether or not each such record does in fact meet the requirements of PC 832.7(b)(6). It may turn out that, even if you misinterpret SFAC 67.24(i), you may still disagree with the Police Commission that any specific particular record a part thereof so withheld does not in fact meet the requirements of PC 832.7(b)(6), and therefore must be disclosed. It is unclear what the different public interests are, and you must in fact actually review the records and judge that balance.

Request for Relief

Please determine in writing that one or more portions of any of the SB 1421 records currently withheld by the Police Commission pursuant to Penal Code 832.7(b)(6) are public, and order them disclosed, pursuant to SF Admin Code 67.21(d).

NOTE: Nothing herein is legal, IT, or professional advice of any kind. The author disclaims all warranties, express or implied, including but not limited to all warranties of merchantability or fitness. In no event shall the author be liable for any special, direct, indirect, consequential, or any other damages whatsoever. The digital signature (signature.asc attachment), if any, in this email is not an indication of a binding agreement or offer; it merely authenticates the sender. Please do not include any confidential

information, as I intend that these communications with the government all be disclosable public records.

Sincerely,

Anonymous

----- Original Message -----

On Wednesday, November 4th, 2020 at 5:01 PM, Supervisor Records (CAT)
<supervisor.records@SFCITYATTY.ORG> wrote:

Please see the attached response to your petition.

Bradley Russi

Deputy City Attorney

Office of City Attorney Dennis Herrera

City Hall, Room 234

1 Dr. Carlton B. Goodlett Pl., San Francisco, CA 94102

www.sfcityattorney.org

From: Anonymous <arecordsrequestor@protonmail.com>

Sent: Thursday, March 12, 2020 11:46 AM

To: Supervisor Records <supervisor.records@SFCITYATTY.ORG>

Subject: New 67.21(d) Petition - Police Commission SB 1421 records

Supervisor of Records Herrera,

This is a SFAC 67.21(d) petition for a written determination that certain records or parts of records are public and an order to disclose against the Police Commission and Sgt. Kilshaw.

Pursuant to the argument in "Part 1" below the withheld recordings should be deemed public (or partially public) and disclosed.

Pursuant to the argument in "Part 2" below the redactions or full document withholdings pursuant to PC 832.7(b)(6) should be deemed public and disclosed.

The below email and attachment is incorporated into this petition.

NOTE: Nothing herein is legal, IT, or professional advice of any kind. The author disclaims all warranties, express or implied, including but not limited to all warranties of merchantability or fitness. In no event shall the author be liable for any special, direct, indirect, consequential, or any other damages whatsoever. The digital signature (signature.asc attachment), if any, in this email is not an indication of a binding agreement or offer; it merely authenticates the sender. Please do not include any confidential information, as I intend that these communications with the government all be disclosable public records.

Sincerely,

Anonymous

----- Original Message -----

On Thursday, March 12, 2020 11:40 AM, Anonymous
<arecordsrequestor@protonmail.com> wrote:

SOTF,

Please file a new complaint and provide a file number: Anonymous (88550-29784388@requests.muckrock.com) vs San Francisco Police Commission and Sgt. Rachel Kilshaw

[Police Commission - this is also a public communication for publication.]

Allegations:

SFAC 67.21(b) incomplete response;

67.26 non-minimal withholding;

67.24(i) citation of unlawful public-interest balancing test;

67.27 failure to cite a specific provision of law for justification

I made a Feb 22, 2020 request for certain SB 1421 / Becerra v Superior Court records. They have provided rolling responses.

Part 1 - Commission Recordings related to SB 1421 are partially disclosable

Respondents have withheld certain recordings of commission discussion of SB 1421 issues that were discussed in closed session. Their argument is that the recording is the Chief's personnel record, not the personnel record of the involved officers. This argument is not relevant. PC 832.7(b)(1) specifically states that records "**relating to**" the SB 1421 incidents (firearm discharge, certain injuries, and sustained findings of sexual assault and dishonesty) are disclosable "**notwithstanding subdivision (a), subdivision (f) of Section 6254 of the Government Code, or any other law...**" This is very broad

language. The portion of those recordings "relating to" SB 1421 incidents must be disclosed. This is an incomplete response (SFAC 67.21(b)), and non-minimal withholding (SFAC 67.26). If there is a genuine justification it must be cited with a specific provision in the law (SFAC 67.27). Instead they have cited: "Per Penal Code **sec. 832.7** the Commission is declining to release the audio recording and additional documents related to the closed session item as they relate to an uninvolved officer's personnel record." PC 832.7 has many subdivisions - which part allow this exemption? PC 832.7(a) (an exemption) is *specifically* overridden by PC 832.7(b)(1) (a required disclosure).

Part 2 - Public Interest Balancing Test is Prohibited

The Respondents have cited Penal Code 832.7(b)(6) as a reason to withhold certain information. This citation is a prohibited public-interest balancing test (see SFAC 67.24(i)). PC 832.7(b)(6) is an optional/permissive, not mandatory, exemption so it can be prohibited by local law. Any redactions pursuant to PC 832.7(b)(6) are unlawful and constitute non-minimal withholding (SFAC 67.26). Any documents withheld in full pursuant to PC 832.7(b)(6) must be disclosed and redacted only pursuant to other permitted justifications and constitute an incomplete response (SFAC 67.21(b)).

If redactions or full document withholdings are fully justifiable without using any prohibited public-interest balancing test, then Respondents must only cite (and defend their redactions with) the permitted exemptions for SB 1421 records (which are only PC 832.7(b)(5)'s four subsections). If the citation is not needed, then respondents should not be "overjustifying" their redactions.

I asked Respondents to reconsider, and they did not. **If the Commission issues a binding order/resolution (in accordance with all Brown Act, Sunshine Ordinance, internal bylaws, and other rules regulating their actions) to solely redact or withhold information in the Commission's SB 1421 records based on Penal Code 832.7(b)(5)(i, ii, iii, or iv) and no other reasons, and re-releases any information previously unlawfully withheld, we will withdraw Part 2 of this complaint.** The last known SB 1421 (draft)

policy of the Commission permits public-interest balancing test exemptions, and this must be removed as unlawful in San Francisco.

Exhibits attached.

NOTE: Nothing herein is legal, IT, or professional advice of any kind. The author disclaims all warranties, express or implied, including but not limited to all warranties of merchantability or fitness. In no event shall the author be liable for any special, direct, indirect, consequential, or any other damages whatsoever. The digital signature (signature.asc attachment), if any, in this email is not an indication of a binding agreement or offer; it merely authenticates the sender. Please do not include any confidential information, as I intend that these communications with the government all be disclosable public records.

Sincerely,

Anonymous



DENNIS J. HERRERA
City Attorney

ALICIA CABRERA
Deputy City Attorney

Direct Dial: (415) 554-4700
Email: alicia.cabrera@sfcityatty.org

MEMORANDUM

TO: Police Commission
CC: William Scott
Chief of Police
FROM: Alicia Cabrera *AC*
Deputy City Attorney
DATE: October 14, 2020
RE: Confidentiality of Chief of Police Performance Evaluation

At the January 15, 2020, Police Commission meeting, the Commission met in closed session to evaluate the performance of Chief Scott in relation to his decision to return officers to duty after an officer-involved shooting (OIS). During that meeting, in response to a question from Commissioner Taylor, I publicly explained the legal basis for the Commission to evaluate the Chief's performance in closed session. The Commission has authority to evaluate the Chief's performance—including the Chief's performance in deciding whether to return an officer to duty—in closed session, and the records the Commission reviews during that evaluation are confidential personnel records. Because we have received questions since the January 15 meeting, the City Attorney's Office is providing a public memorandum consistent with the oral advice we provided in January.

The Commission is empowered to terminate the Chief of Police, acting alone or jointly with the Mayor. (Charter § 4.109.) Consistent with that authority, the Commission also has the power to evaluate the Chief's performance. The Chief has a privacy interest in his performance evaluation. In addition, the Commission's evaluation of the Chief's performance constitutes a personnel record of the Chief, which is protected from disclosure under Penal Code section 832.7. (Penal Code § 832.8(a)(4).) Under both the Brown Act and Sunshine Ordinance, the Commission may conduct a performance evaluation of the Chief in closed session. (Cal. Govt. Code § 54957(b); S.F. Admin. Code § 67.10(b).) Under Penal Code section 832.7, the Commission must conduct the evaluation in closed session. The City Attorney's Good Government Guide explains the authority and process for performance evaluation closed sessions in more detail on pages 165-167, available at www.sfcityattorney.org.

Consistent with the discussion in the Good Government Guide, the Commission has authority to meet in closed session to review the Chief's performance, including his decision to return or not return officers to duty. A closed session evaluation by the Commission of the Chief's performance need not be a regularly scheduled evaluation covering all aspects of his performance. It may be, as it was here, an evaluation of the Chief's performance with respect to a particular event or decision. As the Good Government Guide states, at page 165: "Evaluation of an employee may include more than a formal or regular process such as an annual performance evaluation; it may include evaluation of the employee's performance regarding an incident involving that employee, or a specific matter within the employee's responsibilities."

MEMORANDUM

TO: Police Commission
DATE: October 14, 2020
PAGE: 2
RE: Confidentiality of Chief of Police Performance Evaluation

The Commission's discussion in a closed session evaluation of the Chief's decision to return or not return an officer to duty after an OIS must focus on the Chief's performance in making that decision. But the Chief may provide facts about the OIS as background and context for his reasoning in making his decision, to assist the Commission in evaluating his performance. Even when the Chief provides that contextual information, the Commission should focus on the Chief's actions and decisions, and not discuss at length the details of the OIS or department policies regarding such shootings in closed session, except as necessary to understand the Chief's performance. Finally, the Commission does not have authority to direct the Chief—in open or closed session—to return or not return officers to duty following an OIS.

SB 1421, which amended Penal Code section 832.7, requires disclosure of certain peace officer personnel records upon request, without a court order. But SB 1421 does not require that the Commission's performance evaluations occur in open session, even when they relate to the Chief's decision on returning an officer to duty after an OIS. The California Court of Appeal made clear earlier this year that SB 1421 lifted the confidentiality provisions of Government Code section 6254(f) on specific investigatory files but did not affect the application of other laws including exemptions, exceptions, or privileges. (*Becerra v. Superior Court* (2020) 44 Cal. App. 5th 897.) Thus, municipalities may—and sometimes must—withhold documents from public disclosure based on other laws. Indeed, as noted above, the closed session discussion is a performance evaluation of the Chief, and therefore is a personnel record. And that evaluation is protected from disclosure under Penal Code section 832.7. Because the information the Chief prepares and provides to the Commission for use in those closed sessions relates to the Commission's performance evaluation of the Chief, that information is protected under section 832.7 and not covered by SB 1421, and the Commission and Department may not disclose it.

Finally, the Commission is not legally required to schedule a closed session performance evaluation of the Chief following every OIS. The Commission has chosen as a policy matter to schedule closed sessions under Department General Order 8.11. The Commission may choose to hold hearings and receive reports regarding an OIS in open session at a Commission meeting, following a format similar to the town hall meetings that the Department convenes after an OIS. The Commission could schedule an open session discussion either instead of or in addition to a closed session performance evaluation of the Chief. But an open session discussion of an OIS could raise additional legal issues. If the Commission is interested in pursuing this approach, we can advise the Commission on how to structure the discussion to avoid compromising any ongoing investigations or revealing any private personnel information.

CITY AND COUNTY OF SAN FRANCISCO



DENNIS J. HERRERA
City Attorney

OFFICE OF THE CITY ATTORNEY

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April 20, 2015

By U.S. Mail and E-mail (ethics.commission@sfgov.org)

Honorable Paul A. Renne, Chairperson
Honorable Members, San Francisco Ethics Commission
25 Van Ness Avenue, Suite 220
San Francisco, CA 94102-6053

Re: Ethics Commission Complaint No. 03-150127
Paula Datesh, Complainant
Rebekah Krell/Arts Commission, Respondent

Dear Chairperson Renne and Honorable Commission Members:

The City Attorney's Office takes note of the staff report in this matter, "Report and Recommendation Ethics Commission Complaint No. 03-150127," dated April 8, 2015. We submit this letter to provide advice on an issue of general importance to City government that the staff report raises: Whether the City may rely on California Evidence Code Sections 1041 and 1040, the "identity of informer" and "official information" privileges, to withhold records in response to a public records request. As indicated in the City Attorney's *Good Government Guide*, our office has consistently and widely advised City agencies that the Sunshine Ordinance does not affect the ability of the City to rely on each of these privileges, where applicable, in denying access to public records.¹

Background

The Public Records Act protects from disclosure "[r]ecords the disclosure of which is exempted or prohibited pursuant to federal or state law, including but not limited to, provisions of the Evidence Code relating to privilege." (Cal. Gov. Code § 6254(k).) Two such provisions are the identity of informer privilege (Cal. Evid. Code § 1041) and the official information privilege (Cal. Evid. Code § 1040). The Act cross-references these Evidence Code sections in its listing of more than 500 California statutes that protect records from disclosure. (Cal. Gov. Code § 6276.32.)

The Sunshine Ordinance does not specifically preclude the City from relying on the identity of informer and official information privileges as grounds for declining to disclose a record in

¹ The staff report, at page 2, states that the Commission, under its own rules, may have discretion to dismiss the complaint without addressing its merits. Not knowing if the Commission will exercise that option, we submit this letter addressing the two privileges in the event the Commission considers the merits.

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response to a public records request. Nevertheless, the staff report concludes, at page 7, that Section 67.24(i) of the Sunshine Ordinance (S.F. Admin. Code § 67.24(i)) “may” have that effect, and therefore recommends that the Commission find that the Respondent violated the Ordinance – though not willfully – by withholding a public record on the basis of these privileges.

As the staff report acknowledges, at page 5, its conclusion is contrary to the “standing advice” of the Deputy City Attorney advising the Arts Commission. We note that the staff report’s recommendation is contrary to the public advice that the City Attorney’s Office gives to all City departments, boards, commissions, officials, and employees. The City Attorney’s *Good Government Guide*, which explains open government rules that City officials and employees must follow, and which is available on the City Attorney’s website, states, at page 102:

In some circumstances, departments may shield from disclosure the identity of persons complaining to the City about violations of law. Cal. Evidence Code § 1041. Privacy or other grounds may also authorize or require nondisclosure, even where the complaint does not allege a violation of law. Cal. Govt. Code § 6254(c). Substantial public interests often warrant withholding the identity of complainants. When, for example, a tenant complains about a landlord, a neighbor complains about a neighbor, an employee complains about an employer, or a citizen complains about a person making a public disturbance, disclosure of the identity of the complainant, the complaint, and/or the investigation could lead to retaliation against or harassment of the complainant and could also compromise the investigation. Under those circumstances the City may be able to withhold or redact the complaint and record of the investigation. See generally Cal. Evidence Code § 1040.

We elaborate below on these principles.

The Privileges

Identity of Informer Privilege

This privilege extends beyond informants in the criminal law context to those who “furnish[] information ... purporting to disclose a violation of a law ... of a public entity in this state ... in confidence ... to ... [a] representative of an administrative agency charged with the administration or enforcement of the law alleged to be violated” (Cal. Evid. Code § 1041.) The privilege applies where “[d]isclosure of the information is against the public interest because there is a necessity for preserving the confidentiality of the information that outweighs the necessity for disclosure in the interest of justice” (*Id.*) The privilege serves two interrelated functions.

Most obviously, the privilege protects individuals within its ambit from hassle, harassment, threats, retaliation, and potentially even violence (in a very small number of cases, typically impossible to identify in advance). The examples in the *Good Government Guide* of common situations outside of the criminal law context that are fraught with these possibilities illustrate the principle that persons who, in a non-public way, report suspected violations of law to responsible City officials should not thereby be subject to possible abuse, or worse, at the hands of those who may be violating the law. The principle applies in the context of many City programs, including the Street Artists Program, in which permittees operate in close physical proximity to one

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another and the public, and City officials responsible for the Program receive complaints or other information about permittees' suspected violations from those with whom they interact.

When invoking the identity of informer privilege, the City is protecting those individuals who have come forward with information regarding violations of the law from the ire of persons the informer identified. The City must take seriously the protection of the personal interests of the informer. But the City's interest in maintaining the anonymity of such individuals extends beyond its protective role. It is a virtual certainty that administration and enforcement of numerous City programs, including but by no means limited to the Street Artists Program, would suffer if the identities of persons complaining or otherwise supplying information of violations of law were customarily made known to the person or entity that is the subject of a complaint or investigation. Important aspects of code enforcement, traffic enforcement, and enforcement of ethics, labor, and landlord-tenant laws, to name a few examples, would suffer under such a legal regime. In some cases, possible wrongdoing would never be uncovered, in other cases investigations of wrongdoing would be hindered because people would be reluctant to come forward and initiate a complaint, or cooperate with an investigation.

Official Information Privilege

Under the identity of informer privilege, an entire record may be withheld if disclosure of the contents of the record would effectively enable the object of the complaint to identify the source of the information. (*People v. Galland* (2008) 45 Cal.4th 354, 364.) In such a circumstance, the City agency would not be required to rely on the official information privilege. Nevertheless, because the availability of the official information privilege and the identity of informer privilege under the Sunshine Ordinance presents similar questions and because the staff report addresses the official information privilege, this letter does so as well, though only briefly.

The official information privilege covers information acquired in confidence by the City where "[d]isclosure of the information is against the public interest because there is a necessity for preserving the confidentiality of the information that outweighs the necessity for disclosure in the interest of justice...." (Cal. Evid. Code § 1040.) Probably the most important function of this privilege is to protect the integrity and efficacy of active governmental investigations. Courts have repeatedly recognized this function of the privilege. (*People v. Jackson* (2003) 110 Cal.App.4th 280, 287; *Suarez v. Office of Administrative Hearings* (2004) 123 Cal.App.4th 1191, 1194-95.) If the City were unable to invoke this privilege in response to a public records request, and other exemptions (such as the law enforcement investigative records exemption in the Public Records Act, Cal. Evid. Code § 6254(f)) were inapplicable, then persons the City is investigating, and witnesses with information pertaining to the investigation, could use knowledge gained through a public records request to undermine or subvert an active investigation.

The official information privilege serves other important, though limited, functions. For example, in some cases, to obtain a company's proprietary information necessary to the City's use of a technology to assist its administrative functions or to obtain a researcher's raw data, a City department may find it necessary to acquire the information in confidence by promising to protect it from disclosure to the extent permitted by law.

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The Sunshine Ordinance

Section 67.24(i) of the Sunshine Ordinance states:

Neither the City, nor any office [sic], employee, or agent thereof, may assert an exemption for withholding for any document or information based on a finding or showing that the public interest in withholding the information outweighs the public interest in disclosure. All withholdings of documents or information must be based on an express provision of this ordinance providing for withholding of the specific type of information in question or on an express and specific exemption provided by California Public Records Act [sic] that is not forbidden by this ordinance.

The staff report, at page 7, concludes that Section 67.24(i) – which the report acknowledges is ambiguous – precludes the City from relying on the identity of informer and official information privileges to withhold records in response to a public records request. The City Attorney's Office has reached a contrary conclusion.

To begin with, it is not clear that Section 67.24(i), concerning "exemption[s]," was intended to apply to evidentiary privileges. An evidentiary privilege is not ordinarily thought of as an exemption. Rather, it is one of many State laws that gain their force from provisions external to the Public Records Act. Many but not all of these laws are listed for reference purposes at the end of the Act. (Cal. Gov. Code §§ 6276 et seq.) Many of these laws, such as the identity of informer and official information privileges, predate the Act. Section 6254(k) of the Act does not create these evidentiary privileges and other confidentiality laws or establish them as exemptions; rather, it makes clear that the Act does not supersede them and automatically require that records encompassed within evidentiary privileges or protected from disclosure by other confidentiality laws be disclosed in response to a public records request.

But if one does consider evidentiary privileges or Section 6254(k) of the Public Records Act to be "exemptions," they are, in the words of the second sentence of Section 67.24(i), "not forbidden by [the Sunshine Ordinance]." They thus stand in sharp contrast to specific exemptions the use of which the Ordinance prohibits or limits. (E.g., S.F. Admin. Code §§ 67.24(g) (prohibiting use of "catch-all" balancing exemption, Cal. Gov. Code § 6255); 67.24(h) (prohibiting use of a deliberative process exemption); 67.24(a) (limiting use of draft memoranda exemption, Cal. Gov. Code § 67.24(a)); 67.24(c) (limiting use of personnel records exemption, Cal. Gov. Code § 6254(c)); 67.24(d) (limiting use of law enforcement investigative records exemption, Cal. Gov. Code § 67.24(f)).) Unlike its treatment of these exemptions, the Sunshine Ordinance evinces no obvious legislative intent to dispense with or limit the identity of informer and official information privileges in a public records context.

The staff report bases its conclusion that Section 67.24(i) embodies an intent to prohibit the use of the two evidentiary privileges in the public records context on the theory that the balancing test called for under the two privileges is akin to the catch-all balancing test in Section 6255 of the Public Records Act (Cal. Gov. Code § 6255) ("the public interest served by not disclosing the record clearly outweighs the public interest served by disclosing the record")), which the City may not use to prevent access to a record. But the analogy is not apt:

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- The catch-all balance can apply to any public record not encompassed within an exemption; to types of records the Legislature has never determined should be withheld from the public. Section 6255 thus gives to public entities broad discretion to decide for themselves what types of records may qualify for withholding under its balancing test.
- Under the catch-all balance, there are no limits on what considerations may go into the balance. Section 6255 thus gives to public entities broad latitude to invoke its exemption.
- Because of the open-ended nature of the catch-all balance, the justification for withholding a record on that basis may and often will be a post hoc justification.

For these reasons, one might conclude that a public entity could abuse or over-use the catch-all balance and thereby endanger the open government regime the Public Records Act establishes. But the identity of informer and official information privileges are much more circumscribed than Section 6255's catch-all balance, and thus do not pose the same perceived danger to open government that presumably underlies the Sunshine Ordinance's ban on using the catch-all balance to deny access to a public record.

The identity of informer privilege encompasses a narrow category of records – those which identify persons who in a non-public way have informed City officials about suspected violations of law. Further, the public interests justifying withholding a record under this privilege are, as a practical matter, relatively limited; in almost all circumstances they will be one or both of those mentioned earlier – to protect the individuals reporting a suspected violation of law, and to ensure the effectiveness of enforcement efforts that depend in part on receiving complaints or other information from such individuals. Indeed, the first of these two interests – protecting the individuals involved – is as much a private interest as a public one.

The official information privilege encompasses only records the City has acquired in confidence, and, as a practical matter, has particular application in discrete contexts, such as records of active investigations, where there often will be an obvious public interest in withholding records to ensure the integrity of the investigation.

Courts strongly disfavor repeals by implication; that is, finding that one law has repealed another law without having expressly said so. (*Garcia v. McCutchen* (1997) 16 Cal.4th 469, 476-77.) Further, if there is a conflict between a specific provision of law and a general provision, courts typically find that the specific provision controls, whether or not enacted first. (*Warne v. Harkness* (1963) 60 Cal.2d 579, 588.) And courts disfavor construction of ambiguous laws in derogation of sovereignty. (*Eden Memorial Park Ass'n v. Superior Court* (1961) 189 Cal. App. 2d 421, 423-24.) The confidential informant and official information privileges are integral to the maintenance of the rule of law, a quintessential sovereign responsibility.

These basic principles of statutory construction aid us in determining the legislative intent behind Section 67.24(i). While the Sunshine Ordinance cannot repeal the Public Records Act, these basic principles would likely give a court pause to conclude that the voters who adopted Section 67.24(i) intended to strip from the City the authority to rely on such longstanding policies that serve important purposes that predate and stand apart from the objectives of either the Act or the Ordinance. Therefore a court would be reluctant to conclude that the Sunshine Ordinance has

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superseded them without making its intent to do so clear.² It is for these reasons that absent a clear statement in the Sunshine Ordinance – and Section 67.24(i) is anything but clear – our office has concluded and advised that the Ordinance does not limit the ability of the City to rely on two provisions of the Evidence Code that the Public Records Act specifically recognizes as examples of “[r]ecords the disclosure of which is exempted or prohibited pursuant to federal or state law, including but not limited to, provisions of the Evidence Code relating to privilege.” (Cal. Gov. Code § 6254(k).)

Summary Conclusion

The longstanding advice of the City Attorney’s Office is that California Evidence Code Sections 1041 and 1040, the identity of informer and official information privileges, where applicable, may serve as the basis for withholding records in response to a public records request. The Sunshine Ordinance does not preclude the City from relying on these privileges to not disclose a record involving a complaint or other communication that an individual made to responsible City officials about a possible violation of law.

Very truly yours,

DENNIS J. HERRERA
City Attorney


BURK E. DELVENTHAL
Deputy City Attorney

cc: Paula Datesh
Rebekah Krell
John St.Croix

² A criminal, civil, or administrative proceeding may be commenced following the completion of an investigation of a possible violation of City law; for example, an administrative proceeding to suspend or revoke a City permit. In such proceedings, depending on the facts and circumstances, constitutional principles such as due process, as well as the agency’s rules governing the hearing, may in a particular case call for disclosure of information that is within the scope of the identity of informer privilege or official information privilege, or both. This letter does not address disclosure in that context, which is not governed by the Public Records Act but rather by constitutional principles or agency rules that apply to the hearing.



DENNIS J. HERRERA
City Attorney

Direct Dial: (415) 554-4700
Email: supervisor.records@SFCITYATTY.ORG

November 4, 2020

Sent via email (arecordsrequestor@protonmail.com)

Re: Petition to Supervisor of Records

To Whom It May Concern:

This letter responds to your petition to the Supervisor of Records received on March 12, 2020, concerning a request to the Police Commission dated February 22, 2020 for certain peace officer personnel records made public under Senate Bill 1421 (2018).

You contend that the Police Commission improperly withheld recordings of closed session discussions concerning officer involved shootings. The recordings at issue relate to closed session items in which the Commission met to evaluate the performance of the Chief of Police in relation to his decision regarding whether to return officers to duty after an officer involved shooting. As discussed in the opinion attached as Attachment A, we find the Police Commission properly withheld such documents, as the personnel records of the Chief of Police. Gov't Code Secs. 6254(c), (k); Penal Code Sec. 832.7; Cal. Const., Art. I, Sec. 1. Moreover, records of closed session proceedings cannot be disclosed unless the policy body authorizes the disclosure. *See* Gov't Code Sec. 54963.

You also contend that the Police Commission improperly cited Penal Code Section 832.7(b)(6) as a basis to withhold documents. This section provides that the subset of peace officer personnel records required to be disclosed under Section 832.7 may be redacted "pursuant to this section, including personal identifying information, where, on the facts of the particular case, the public interest served by not disclosing the information clearly outweighs the public interest served by disclosure of the information." You argue that Section 67.24(i) of the Sunshine Ordinance prohibits the Police Commission from relying on this basis for non-disclosure. In similar circumstances, we have found that the City may rely on bases for non-disclosure like Section 832.7(b)(6) consistent with the Sunshine Ordinance. *See* Attachment B April 20, 2015 Letter from B. Delventhal, pgs. 4-6. While Section 832.7(b)(6) is not an evidentiary privilege like Sections 1040 and 1041 of the Evidence Code that we analyzed in the attached letter, for the reasons we discussed in the letter Section 67.24(i) prohibits City

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departments from relying on the general balancing provision of Government Code Sec. 6255, and allows City departments to rely on specific exemptions that involve a balancing element. Thus, the Police Commission did not improperly cite this subsection of the Penal Code.

Very truly yours,

DENNIS J. HERRERA
City Attorney

A handwritten signature in black ink, appearing to read 'BR', is positioned above the printed name of the Deputy City Attorney.

Bradley A. Russi
Deputy City Attorney