[Prevailing Wage Rates - Various Workers Pursuant to Administrative Code, Section 6.22(e) and Sections 21C.1 through 21C.11]

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

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

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

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

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

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

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

motion picture services be paid not less than the prevailing rate of wages, including fringe benefits or an equivalent amount, as paid in private employment for similar work in the area where the contract, lease, franchise, permit, or agreement is being performed;

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

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

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

(8) *Contracts for Broadcast Services.* Administrative Code, Section 21C.9, requires that contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted by the City for the use of property owned by the City require that any individual engaged in broadcast services on City property be paid not less than the prevailing rate of wages,

including fringe benefits or the matching equivalents thereof, paid in private employment for similar work in the area in which the contract, lease, franchise, permit, or agreement is being performed;

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

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

WHEREAS, Administrative Code, Section 21C.1, provides that, in the case of any contract for Services wherein motor bus service is to be rendered to the general public on any

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 Purchaser, on recommendation of the department head concerned and approval of the Mayor or the Mayor's designee or the board or commission in charge of such department upon the ground that the public interest would be best served by requiring the inclusion of such a provision in the contract, may require that any person performing labor thereunder shall be paid not less than the highest general prevailing rate of wages, including fringe benefits or the matching equivalents thereof, paid in private employment for similar work in the area in which the contract is being performed, on the condition that the notice inviting offers under Administrative Code, Section 21.2, calls attention to the requirements of any such provision; and

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

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

WHEREAS, For that purpose the Commission at its October 2, 2023, meeting

considered the issue of prevailing wages for all the categories of workers covered in this Resolution, along with a report prepared by the Office of Labor Standards Enforcement (the "OLSE report"), on file with the Clerk of the Board of Supervisors in File No. 231113, which is hereby declared to be a part of this Resolution as if set forth fully herein; and

WHEREAS, The Commission at its October 2, 2023, meeting certified the data in and adopted the OLSE report, which includes conclusions as to the prevailing wage rates to be set in accordance with Administrative Code, Sections 6.22(e), 21C.1, 21C.2, 21C.3, 21C.4, 21C.5, 21C.6, 21C.8, 21C.9, 21C.10, and 21C.11; now, therefore, be it

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

(1) *Public Works Contracts.* Pursuant to Administrative Code, Section 6.22(e), the Board fixes and determines the prevailing rate of wages, including per diem wages and wages for holiday and overtime work, for the various crafts and kinds of labor paid in private employment in San Francisco to be the prevailing wages identified in the OLSE report, specifically, the General Prevailing Wage Determinations made by the Director of Industrial Relations, State of California, pursuant to California Labor Code, Sections 1770, 1773, and 1773.1 (see Attachments 1–3 of the OLSE report, at pages 7–152);

(2) *Janitorial Services Contracts.* Pursuant to Administrative Code, Section 21C.2, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private employment for janitorial work 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 155-156;

(3) *Parking Lot/Garage/Auto Storage Facility Contracts.* Pursuant to Administrative Code, Section 21C.3, the Board fixes and determines the prevailing rate of wages, including

wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in 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 prevailing wages identified in Attachment 4 of the OLSE report, at pages 157–160;

(4) *Theatrical Services Contracts.* Pursuant to Administrative Code, Section 21C.4, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid for theatrical or technical services related to the presentation of a show including, but not limited to, rigging, sound, projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and motion picture services 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 161–180;

(5) *Solid Waste Hauling Contracts.* Pursuant to Administrative Code, Section 21C.5, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or the equivalent thereof, paid to employees engaged in the hauling of solid waste, to be the wages identified in the aforementioned OLSE report, specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at pages 181–184;

(6) *Moving Services Contracts.* Pursuant to Administrative Code, Section 21C.6, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private employment for moving services 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 185-186;

(7) *Contracts for Exhibit, Display, or Trade Show Work.* Pursuant to Administrative Code, Section 21C.8, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private employment for individuals engaged in exhibit, display, or trade show work, 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 187–192;

(8) *Contracts for Broadcast Services.* Pursuant to Administrative Code, Section 21C.9, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private employment for individuals engaged in broadcast services, 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 193–204;

(9) *Loaders and Unloaders, and Related Drivers.* Pursuant to Administrative Code, Section 21C.10, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private employment for individuals engaged in loading or unloading on City property of materials, goods, or products into or from a commercial vehicle in connection with a show or special event, and also for individuals engaged in driving a commercial vehicle into which or from which materials, goods, or products are loaded or unloaded in connection with a show or special event, 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 205–208;

(10) *Security Guards.* Pursuant to Administrative Code, Section 21C.11, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private employment for individuals

performing security guard services, 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 209-212; and

(11) *Motor Bus Service Contracts.* Pursuant to Administrative Code, Section 21C.1, the Board fixes and determines the prevailing rate of wages, including wages for holiday and 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 page 154.

RECOMMENDED:
CIVIL SERVICE COMMISSION

By: /s/
SANDRA ENG
EXECUTIVE OFFICER

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