

File No. 231113

Committee Item No. 6

Board Item No. 8

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Budget and Finance Committee

Date December 13, 2023

Board of Supervisors Meeting

Date January 9, 2024

Cmte Board

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| <input type="checkbox"/> | <input type="checkbox"/> | Legislative Digest |
| <input type="checkbox"/> | <input type="checkbox"/> | Budget and Legislative Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Youth Commission Report |
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Completed by: Brent Jalipa

Date December 7, 2023

Completed by: Brent Jalipa

Date January 3, 2024

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, checking coin boxes, non-attendant
17 parking lot checking, daily ticket audit, and/or serving as cashiers, attendants, traffic directors,
18 and shuttle drivers, shall be paid not less than the prevailing rate of wages, including fringe
19 benefits or an equivalent amount, as paid in private employment for similar work in the area
20 where the lease, 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

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

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

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

15 (7) *Contracts for Trade Show and Special Event Work.* Administrative Code, Section
16 21C.8, requires that contracts, leases, franchises, permits, or agreements awarded, let,
17 issued, or granted by the City for the use of property owned by the City require that any
18 individual engaged in exhibit, display, or trade show work at a special event be paid not less
19 than the prevailing rate of wages, including fringe benefits or an equivalent amount, as paid in
20 private employment for similar work in the area where the contract, lease, franchise, permit, or
21 agreement is being performed;

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

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

4 (9) *Loaders and Unloaders, and Related Drivers.* Administrative Code, Section
5 21C.10, requires that contracts, leases, franchises, permits, or agreements awarded, let,
6 issued, or granted by the City for the use of property owned by the City require that 1) any
7 individual engaged in loading or unloading, on City property, of materials, goods, or products
8 into or from a commercial vehicle in connection with a show or special event, and 2) any
9 individual engaged in driving a commercial vehicle into which or from which materials, goods,
10 or products are loaded or unloaded in connection with a show or special event, be paid not
11 less than the prevailing rate of wages, including fringe benefits or an equivalent amount, as
12 paid in private employment for similar work in the area where the contract, lease, franchise,
13 permit, or agreement is being performed;

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

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

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

12 WHEREAS, For the foregoing purposes, Administrative Code, Sections 6.22(e) and
13 21C.7(c)(1), respectively, require the Board of Supervisors (the "Board") annually to fix and
14 determine the prevailing rate of wages, including such rate of wages paid for holiday and
15 overtime work, paid in private employment in San Francisco for the various crafts and kinds of
16 labor used on public works and construction projects; for janitorial services; for work in public
17 off-street parking lots, garages, or automobile storage facilities; for theatrical and technical
18 services related to the presentation of shows; for solid waste hauling services; for moving
19 services; for trade show and special event work; for broadcast services; for loading and
20 unloading; for security guard services; and for motor bus service contracts; and

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

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

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

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

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

11 (1) *Public Works Contracts.* Pursuant to Administrative Code, Section 6.22(e), the
12 Board fixes and determines the prevailing rate of wages, including per diem wages and wages
13 for holiday and overtime work, for the various crafts and kinds of labor paid in private
14 employment in San Francisco to be the prevailing wages identified in the OLSE report,
15 specifically, the General Prevailing Wage Determinations made by the Director of Industrial
16 Relations, State of California, pursuant to California Labor Code, Sections 1770, 1773, and
17 1773.1 (see Attachments 1–3 of the OLSE report, at pages 7–152);

18 (2) *Janitorial Services Contracts.* Pursuant to Administrative Code, Section 21C.2, the
19 Board fixes and determines the prevailing rate of wages, including wages for holiday and
20 overtime work, and fringe benefits or an equivalent amount, paid in private employment for
21 janitorial work to be the prevailing wages identified in the aforementioned OLSE report,
22 specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at pages 155-
23 156;

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

1 wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in
2 private employment for work in off-street parking lots, garages, or automobile storage facilities
3 to be the prevailing wages identified in the aforementioned OLSE report, specifically, the
4 prevailing wages identified in Attachment 4 of the OLSE report, at pages 157–160;

5 (4) *Theatrical Services Contracts*. Pursuant to Administrative Code, Section 21C.4,
6 the Board fixes and determines the prevailing rate of wages, including wages for holiday and
7 overtime work, and fringe benefits or an equivalent amount, paid for theatrical or technical
8 services related to the presentation of a show including, but not limited to, rigging, sound,
9 projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and
10 motion picture services to be the prevailing wages identified in the aforementioned OLSE
11 report, specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at
12 pages 161–180;

13 (5) *Solid Waste Hauling Contracts*. Pursuant to Administrative Code, Section 21C.5,
14 the Board fixes and determines the prevailing rate of wages, including wages for holiday and
15 overtime work, and fringe benefits or the equivalent thereof, paid to employees engaged in the
16 hauling of solid waste, to be the wages identified in the aforementioned OLSE report,
17 specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at pages 181–
18 184;

19 (6) *Moving Services Contracts*. Pursuant to Administrative Code, Section 21C.6, the
20 Board fixes and determines the prevailing rate of wages, including wages for holiday and
21 overtime work, and fringe benefits or an equivalent amount, paid in private employment for
22 moving services to be the prevailing wages identified in the aforementioned OLSE report,
23 specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at pages 185-
24 186;

1 (7) *Contracts for Exhibit, Display, or Trade Show Work.* Pursuant to Administrative
2 Code, Section 21C.8, the Board fixes and determines the prevailing rate of wages, including
3 wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in
4 private employment for individuals engaged in exhibit, display, or trade show work, to be the
5 prevailing wages identified in the aforementioned OLSE report, specifically, the prevailing
6 wages identified in Attachment 4 of the OLSE report, at pages 187–192;

7 (8) *Contracts for Broadcast Services.* Pursuant to Administrative Code, Section
8 21C.9, the Board fixes and determines the prevailing rate of wages, including wages for
9 holiday and overtime work, and fringe benefits or an equivalent amount, paid in private
10 employment for individuals engaged in broadcast services, to be the prevailing wages
11 identified in the aforementioned OLSE report, specifically, the prevailing wages identified in
12 Attachment 4 of the OLSE report, at pages 193–204;

13 (9) *Loaders and Unloaders, and Related Drivers.* Pursuant to Administrative Code,
14 Section 21C.10, the Board fixes and determines the prevailing rate of wages, including wages
15 for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private
16 employment for individuals engaged in loading or unloading on City property of materials,
17 goods, or products into or from a commercial vehicle in connection with a show or special
18 event, and also for individuals engaged in driving a commercial vehicle into which or from
19 which materials, goods, or products are loaded or unloaded in connection with a show or
20 special event, to be the prevailing wages identified in the aforementioned OLSE report,
21 specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at pages 205–
22 208;

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

1 performing security guard services, to be the prevailing wages identified in the
2 aforementioned OLSE report, specifically, the prevailing wages identified in Attachment 4 of
3 the OLSE report, at pages 209-212; and

4 (11) *Motor Bus Service Contracts*. Pursuant to Administrative Code, Section 21C.1,
5 the Board fixes and determines the prevailing rate of wages, including wages for holiday and
6 overtime work, and fringe benefits or an equivalent amount, paid in private employment for
7 individuals performing work under motor bus service contracts, to be the prevailing wages
8 identified in the aforementioned OLSE report, specifically, the prevailing wages identified in
9 Attachment 4 of the OLSE report, at page 154.

10
11 RECOMMENDED:
12 CIVIL SERVICE COMMISSION

13 By: _____
14 SANDRA ENG
15 EXECUTIVE OFFICER

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Item 6
File 23-1113

Department: Civil Service Commission (CSC), Office of Labor Standards Enforcement (OLSE)

EXECUTIVE SUMMARY

Legislative Objectives

- The proposed resolution would fix prevailing wage rates for employees of businesses having City contracts that (1) perform public works and improvement projects, (2) perform janitorial or window cleaning services, (3) work in public off-street parking lots, garages, or storage facilities for vehicles on property owned or leased by the City, (4) engage in theatrical services or technical services related to the presentation of shows on property owned or leased by the City, (5) haul solid waste, (6) perform moving services at facilities owned or leased by the City, (7) perform exhibit, display, or trade show work at special events in the City, (8) work in broadcast services on City property, (9) drive, load, or unload commercial vehicles on City property in connection with shows or special events, (10) perform security guard services, and (11) perform motor bus services.

Key Points

- The proposed resolution would establish the following changes to prevailing wage basic hourly rates: (1) construction employees would receive wage rate increases that vary by classification, ranging from no increase to an increase of \$5.62 per hour; (2) janitorial and window cleaning employees would receive no wage rate increase; (3) garage and parking lot employees would a wage rate increase depending on classification ranging from \$0.79 to \$1.10 per hour; (4) theatrical employees would receive a wage rate decrease depending on classification ranging from \$2.31 to \$5.03 per hour; (5) solid waste haulers would receive a wage rate increase depending on classification ranging from \$1.57 to \$2.05 per hour; (6) employees performing moving services would receive a wage rate increase of \$0.75 per hour; (7) employees performing trade show work would receive a wage rate increase depending on classification ranging from \$1.40 to \$1.54 per hour; (8) broadcast employees would receive a wage rate increase depending on classification ranging from \$0.55 to \$3.28 per hour; (9) loaders and unloaders would receive a wage rate increase depending on classification ranging from \$1.00 to \$1.25 per hour; (10) security guards would receive a wage rate increase of \$1.65 per hour; and (11) motor bus drivers would receive no increase.

Fiscal Impact

- Potential increased costs to the City depend on future City contractor bids and the extent to which City contractors increase the bids submitted to the City to pay for the costs of the increased prevailing wage rates. Such potential increased costs to the City cannot be estimated at this time.

Recommendation

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

MANDATE STATEMENT

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

Administrative Code Sections 6.22(E)(3) and 21C.7(c)(1) require the Board of Supervisors to annually set prevailing wage rates for employees of businesses having City contracts. Exhibit 1 below identifies the (a) specific Administrative Code Sections, (b) the dates each Administrative Code Section was last amended by the Board of Supervisors, and (c) the types of City contracts, leases, and/or operating agreements in which the businesses are required to pay prevailing wages.

Exhibit 1: List of City Contractors Required to Pay the Annual Prevailing Wage

Administrative Code	Date of Most Recent Amendment	Type of Contract
Section 6.22 (E)	December 22, 2015	Public works or construction
Section 21.C.1	November 6, 2020	Motor bus services
Section 21C.2	May 28, 2014	Janitorial and window cleaning services
Section 21C.3	May 28, 2014	Public off-street parking lots, garages and vehicle storage facilities
Section 21C.4	February 2, 2012	Theatrical performances
Section 21C.5	February 2, 2012	Solid waste hauling services
Section 21C.6	February 2, 2012	Moving services
Section 21C.8	June 19, 2014	Trade show and special event work
Section 21C.9	February 10, 2016	Broadcast service workers on City property
Section 21C.10	October 14, 2016	Loading, unloading and driving commercial vehicles on City property
Section 21C.11	October 28, 2016	Security guard services in City contracts and for events on City property

BACKGROUND

Businesses must pay prevailing wage rates to employees if they have contracts with the City, lease City property, or have permits for or other access to temporary use of City property. “Prevailing wages” are usually based on rates specified in collective bargaining agreements for comparable classifications in the geographic area. Businesses having contracts, leases, or permits with the City must pay the prevailing wage rate, even if the employees of the specific business are not covered by a collective bargaining agreement.

Each year, the Board of Supervisors is required to establish the prevailing wage rates for workers engaged in construction, janitorial, parking, theatrical, motor bus, solid waste hauling, moving,

trade show, security guard, and broadcast services, and for loading, unloading and driving commercial vehicles on City property.

Administrative Code Section 6.22, covering public works classifications, defines prevailing wage as the per diem wage rate, and rate for overtime and holidays. Section 21C defines the prevailing wage rate for other classifications as the base hourly wage rate and the hourly rate for fringe benefits.

To assist the Board of Supervisors in determining the prevailing wage rates, the Civil Service Commission is required to furnish the Board of Supervisors, on or before the first Monday of November of each year, relevant prevailing wage rate data. The City Attorney's Office, on behalf of the Civil Service Commission, submitted the report to the Board of Supervisors on October 23, 2023.

Administrative Code Sections 6.22(E) and 21C.7 state that the Board of Supervisors is not limited to the data submitted by the Civil Service Commission to determine the prevailing wage rates for public works construction, but may consider other information on the subject as the Board of Supervisors deems appropriate. According to Administrative Code Section 6.22(E), if the Board of Supervisors does not adopt the prevailing wage rates for public works classifications, the wage rates established by the California Department of Industrial Relations for the year will be adopted.

The Civil Service Commission's relevant prevailing wage rate data provided to the Board of Supervisors is based on a survey by the City's Office of Labor Standards Enforcement and includes collective bargaining agreements that have recently been negotiated.

DETAILS OF PROPOSED LEGISLATION

The proposed resolution would fix prevailing wage rates for employees of private businesses having the following contracts, leases, or operating agreements with the City or perform services on City property:

1. Public works and improvement project contracts,
2. Janitorial services contracts,
3. Public off-street parking lots, garages, or storage facilities for vehicles on property owned or leased by the City,
4. Theatrical or technical services related for shows on property owned or leased by the City,
5. Hauling of solid waste generated by the City in the course of City operations,
6. Moving services under City contracts at facilities owned or leased by the City,
7. Exhibit, display or trade work show services at a special event on City-owned property,
8. Broadcast services on City property,
9. Loading, unloading, and driving of commercial vehicles on City property in connection with shows or special events,
10. Security guard services, and
11. Motor bus services.

The Administrative Code requires that the Civil Service Commission provide prevailing wage data to the Board of Supervisors that includes both the basic hourly wage rate and the hourly rate of each fringe benefit, including medical and retirement benefits.

- Prevailing wage rates for various crafts and labor classifications under public works projects are established by the California Department of Industrial Relations, usually based on collective bargaining agreements that cover the employees performing the relevant craft or type of work in San Francisco.
- Prevailing wage rates for contracts for other services and classifications covered by the Administrative Code, as recommended by the Civil Service Commission, are based on the collective bargaining agreements that cover work performed in San Francisco between employers and the respective labor unions.

Attachment I to this report provides an alphabetical list of all crafts covered by the City's prevailing wage rate requirements.

FISCAL IMPACT

Attachment II to this report, prepared by the Budget and Legislative Analyst, summarizes (a) the types of contracts, leases, or operating agreements required to pay prevailing wages, (b) the respective collective bargaining agreements and labor unions, (c) the amount of the hourly wage rate increases in 2024 as compared to 2023, (d) the amount of the hourly fringe benefit rate increases in 2024 as compared to 2023, and (e) the proposed prevailing hourly wage rates.

Potential impact on the costs of future contractor bids

Under the proposed resolution, private businesses that have contracts with the City, and perform public works construction, janitorial services, parking, theatrical, moving, solid waste hauling services, trade show work, broadcasting services, loading and unloading, security guard services, and motor bus services in San Francisco, would be required to pay their employees at least the prevailing wage rates as shown in Attachment II of the report. Increases in the prevailing wage rates could result in increased costs of future City contracts. However, any increased contract costs to the City as a result of the proposed prevailing wage rates are dependent on future City contractors' bids and the extent to which such higher wage rates result in higher bids submitted by City contractors. Therefore, such potential increased costs to the City cannot be estimated at this time.

POLICY CONSIDERATION

As noted above, the Civil Service Commission's relevant prevailing wage rate data provided to the Board of Supervisors is based on a survey by the City's Office of Labor Standards Enforcement and includes collective bargaining agreements that have recently been negotiated. Because the Board of Supervisors is not limited to the data submitted by the Civil Service Commission to determine the prevailing wage rates for public works construction but may consider other information on the subject as the Board of Supervisors deems appropriate, we consider approval of the proposed resolution to be a policy matter for the Board of Supervisors.

RECOMMENDATION

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

List of the Crafts Covered by Prevailing Wage Requirements

Asbestos Removal Worker (Laborer)	Parking and Highway Improvement Painter (Painter)
Asbestos Worker, Heat and Frost Insulator	Parking Lot and Garage Workers
Boilermaker-Blacksmith	Pile Driver (Carpenter)
Broadcast Services Workers	Pile Driver (Operating Engineer - Building Construction)
Brick Tender	Pile Driver (Operating Engineer - Heavy and Highway Work)
Bricklayer, Blocklayer	Plaster Tender
Building/Construction Inspector	Plasterer
Carpenter and Related Trades	Plumber
Carpet, Linoleum	Roofer
Cement Mason	Security Guards
Dredger (Operating Engineer)	Sheet Metal Worker (HVAC)
Drywall Installer (Carpenter)	Slurry Seal Worker
Electrical Utility Lineman	Solid Waste Hauling Workers
Electrician	Stator Rewinder
Elevator Constructor	Steel Erector and Fabricator (Operating Engineer - Heavy & Highway Work)
Field Surveyor	Steel Erector and Fabricator (Operating Engineer - Building Construction)
Furniture Movers and Related Classifications	Teamster
Glazier	Telecommunications Technician
Iron Worker	Telephone Installation Worker
Janitorial Services Worker	Terrazzo Finisher
Janitorial Window Cleaner Workers	Terrazzo Worker
Laborer	Theatrical Workers
Landscape Maintenance Laborer	Tile Finisher
Light Fixture Maintenance	Tile Setter
Loaders and Unloaders	Trade Show and Special Event Workers
Marble Finisher	Traffic Control/Lane Closure (Laborer)
Marble Mason	Tree Maintenance (Laborer)
Metal Roofing Systems Installer	Tree Trimmer (High Voltage Line Clearance)
Modular Furniture Installer (Carpenter)	Tree Trimmer (Line Clearance)
Motor Bus Driver	Tunnel Worker (Laborer)
Moving Services	Tunnel/Underground (Operating Engineer)
Operating Engineer	Water Well Driller
Operating Engineer (Building Construction)	
Operating Engineer (Heavy and Highway Work)	
Painter	

Type of Contract, Lease, or Operating Agreement	Collective Bargaining Agreement and/or Labor Union	Hourly Wage Rate Increase/ Decrease in 2024 compared to 2023	Hourly Fringe Benefits Rate Increase/ Decrease in 2024 compared to 2023	Proposed Prevailing Wage Rates (Hourly Wage Rate + Hourly Fringe Benefit Rate)
Public Works and Construction	California Department of Industrial Relations	Varies by classification, ranging from no increase for certain plumbers to an increase of \$5.62 per hour for certain cable splicers.	Varies by classification, ranging from no increase for certain plumbers and water well drillers to an increase of \$2.25 for certain inside wiremen and cable splicers.	Varies by classification: -The low wage rate increases from \$19.50 to \$20.00 per hour for water well driller helpers. -The high wage increases from \$133.73 to \$141.60 per hour for cable splicers.
Janitorial Services Contract	Collective bargaining agreement between the San Francisco Maintenance Contractors Association and the Service Employees International Union, Building Services Employees Union, Local 1877, Division 87.	No changes.	Varies by classification, from an increase of \$0.29 per hour to an increase of \$0.39 per hour.	Varies by classification: -The low wage increases from \$27.66 per hour to \$27.95 per hour. -The high wage increases from \$34.97 per hour to \$35.36 per hour.
Window Services Contract	Collective bargaining agreement between the San Francisco Window Cleaning Contractors Association and Window Cleaners Union – Service Employees International Union Local 1877, AFL-CIO	No changes.	An increase of \$0.40 per hour.	Varies by classification: -The low wage increases from \$43.18 per hour to \$43.58 per hour. -The high wage increases from \$44.72 per hour to \$45.12 per hour.
Public Off-Street Garage Employees	San Francisco Master Parking Agreement between the Signatory Parking Operators and Teamsters Automotive and Allied Workers, Local 665.	Varies by classification, from an increase of \$0.79 per hour to an increase of \$1.10 per hour.	Varies by classification, from an increase of \$0.74 per hour to an increase of \$0.80 per hour.	Varies by classification: -The low wage increases from \$32.87 per hour to \$34.40 per hour. -The high wage increases from \$42.08 per hour to \$43.98 per hour.

Type of Contract, Lease, or Operating Agreement	Collective Bargaining Agreement and/or Labor Union	Hourly Wage Rate Increase/ Decrease in 2024 compared to 2023	Hourly Fringe Benefits Rate Increase/ Decrease in 2024 compared to 2023	Proposed Prevailing Wage Rates (Hourly Wage Rate + Hourly Fringe Benefit Rate)
Theatrical Services	Collective Bargaining Agreement between Another Planet Entertainment and International Alliance of Theatrical Stage Employees, Local 16, Moving Picture Technicians, Artists and Allied Crafts, and Canada Local 16	Varies by classification, from an increase of \$2.31 per hour to an increase of \$5.03 per hour.	Varies by classification, from an increase of \$0.84 per hour to an increase of \$1.83 per hour.	Varies by classification: -The low wage increases from \$52.59 per hour to \$53.32 per hour. -The high wage increases from \$114.33 per hour to \$121.19 per hour.
Solid Waste Hauling	Collective Bargaining Agreement between Recology Sunset & Recology Golden Gate and Sanitary Truck Drivers and Helpers Union Local 350, IBT	Varies by classification, from an increase of \$157 per hour to an increase of \$2.05per hour.	An increase of \$0.37 per hour. (Does not include vacation benefits which vary based on length of employment).	Varies by classification: -The low wage increases from \$75.20 per hour to \$77.43 per hour. -The high wage increases from \$92.52 per hour to \$95.06 per hour.
Moving Services	Collective Bargaining Agreement between the Service West and the Northern California Regional Council of Carpenters and the Carpenters 46 Northern California Counties Conference Board.	An increase of \$0.75 per hour.	An Increase of \$0.70 per hour.	Varies by classification: -The low wage increases from \$38.07 per hour to \$39.52 per hour. -The high wage increases from \$38.92 per hour to \$40.37 per hour.
Trade Shows	Collective Bargaining Agreement, between the Freeman Expositions and Allied Trades District Council 36 on behalf of Sign Display and Allied Crafts Local Union 510	Varies by classification, from an increase of \$1.40 per hour to an increase of \$1.54 per hour.	Varies by classification, from an increase of \$1.10 per hour to an increase of \$1.11 per hour.	Varies by classification: -The low wage increases from \$74.98 per hour to \$77.48 per hour. -The high wage increases from \$79.85 per hour to \$82.50 per hour.
Broadcast service workers	Agreement between Purple Tally Productions, Inc., and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists, and Allied Crafts, AFL-CIO, CLC, and Local 119/ Bay Area Freelance Ass.	Varies by classification, from an increase of \$0.55 per hour to an increase of \$3.28 per hour.	Varies by classification, from an increase of \$0.28 per hour to an increase of \$0.41 per hour.	Varies by classification: -The low wage increases from \$30.31 per hour to \$31.14 per hour. -The high wage increases from \$111.13 per hour to \$114.39 per hour.

Type of Contract, Lease, or Operating Agreement	Collective Bargaining Agreement and/or Labor Union	Hourly Wage Rate Increase/ Decrease in 2024 compared to 2023	Hourly Fringe Benefits Rate Increase/ Decrease in 2024 compared to 2023	Proposed Prevailing Wage Rates (Hourly Wage Rate + Hourly Fringe Benefit Rate)
Loaders and Unloaders	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	Varies by classification, from an increase of \$1.00 per hour to an increase of \$1.25 per hour.	Varies by classification, from an increase of \$1.07 per hour to an increase of \$1.10 per hour.	Varies by classification: -The low wage increases from \$66.67 per hour to \$68.74 per hour. -The high wage increases from \$68.05 per hour to \$70.40 per hour.
Security Guard Services	Collective Bargaining Agreement between Universal Protection Services LP, dba Allied Universal Security Services, Securitas Security Services USA, Inc., GardaWorld Security, ProGuard Security, ABC Security Services, Chenega Security California Corp., Prosegur Security, Genesis Security, PalAmerican Security and Services Employees International Union, United Services Workers West	An increase of \$1.65 per hour.	An increase of \$0.48 per hour.	Increases from \$22.04 per hour to \$24.17 per hour.
Motor Bus Services	Collective Bargaining Agreement between Bauer's Intelligent Transportation, Inc. and Teamsters Local Union No. 665	No increase.	No increase.	Varies by classification: -The low wage remains at \$35.50 per hour. -The high wage remains at \$43.05 per hour.

GENERAL SERVICES AGENCY
OFFICE OF LABOR STANDARDS ENFORCEMENT
PATRICK MULLIGAN, DIRECTOR



DATE: December 7, 2023
TO: Budget and Finance Committee
FROM: Office of Labor Standards Enforcement
SUBJECT: Updated prevailing wage rates for Motorbus Service Contracts

The attached wage decision data is submitted to the Board of Supervisors for consideration as the prevailing rate of wages for Motorbus Contracts under S.F. Admin. Code 21C.1 based on the Collective Bargaining Agreement between Loop Transportation, Inc., Wedriveu, Inc., Storer Transit Systems, and Mosaic Global Transportation and Teamsters Local Union No. 853 in effect through June 30, 2027. It should supersede the wage chart for 21C.1 Motorbus Contracts on page 154 of the report submitted by the Civil Service Commission.

The Office of Labor Standards Enforcement (OLSE) received the signed collective bargaining agreement and health and welfare trust fund statement after the statutory deadline necessary for the Civil Service Commission report to be heard and submitted to the Board of Supervisors. S.F. Admin. Code 21.C7(c)1 sets this deadline as the first Monday in November

This additional data contains four pages of Motorbus rates for 2024 and each additional predetermined increase through the expiration of the agreement in 2027. The data submitted for the Board's consideration is consistent with S.F. Admin. Code 21.C7(c)1, which states "...the Board of Supervisors shall not be limited to the consideration of data furnished by the Civil Service Commission, but may consider such other evidence..."

OLSE respectfully submits the attached as the highest general prevailing rate of wages for Motorbus Contracts as paid in private employment in the City and County of San Francisco.

Sincerely,

A handwritten signature in blue ink, appearing to read "Patrick Mulligan".

Patrick Mulligan
Director
Office of Labor Standards Enforcement



**CIVIL SERVICE COMMISSION
CITY AND COUNTY OF SAN FRANCISCO**

**LONDON N. BREED
MAYOR**

Sent via Electronic Mail

September 21, 2023

NOTICE OF CIVIL SERVICE COMMISSION MEETING

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.

The above matter will be considered by the Civil Service Commission at a hybrid meeting (in-person and virtual) in Room 400, City Hall, 1 Dr. Goodlett Place, San Francisco, California 94102 and through Cisco WebEx to be held on **October 2, 2023, at 2:00 p.m.**

This item will appear on the Consent Agenda. Please refer to the attached Notice for procedural and other information about Commission hearings.

Attendance by you or an authorized representative is welcome. Should you or your representative not attend, the Commission will rule on the information previously submitted and testimony provided at its meeting. All calendared items will be heard and resolved at this time unless good reasons are presented for a continuance.

CIVIL SERVICE COMMISSION

/s/

SANDRA ENG
Executive Officer

Attachment

Cc: Alysabeth Alexander-Tut, Port
Kenneth Bukowski, Convention Facilities
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
Kate Kimberlin, City Attorney's Office
Sailaja Kurella, Office of Contract Administrator
Todd Kyger, Public Utilities Commission
Steven Lee, Municipal Transportation Agency
Sean McFadden, Recreation and Park Commission
Patrick Mulligan, Office of Labor Standards Enforcement
Rita Ohaya, Airport
Steven Ponder, Department of Human Resources
Benjamin Poole, Public Utilities Commission
Bruce Robertson, Department of Public Works
Commission File
Commissioners' Binder
Chron

NOTICE OF COMMISSION HEARING POLICIES AND PROCEDURES

A. Commission Office

The Civil Service Commission office is located at, 25 Van Ness Avenue, Suite 720, San Francisco, CA 94102. The telephone number is (628) 652-1100. The fax number is (628) 652-1109. The email address is civilservice@sfgov.org and the web address is www.sfgov.org/civilservice/. Office hours are from 8:00 a.m. to 5:00 p.m., Monday through Friday.

B. Policy Requiring Written Reports

It is the policy of the Civil Service Commission that except for appeals filed under Civil Service Commission Rule 111A Position-Based Testing, all items appearing on its agenda be supported by a written report prepared by Commission or departmental staff. All documents referred to in any Agenda Document are posted adjacent to the Agenda, or if more than one (1) page in length, available for public inspection and copying at the Civil Service Commission office. Reports from City and County personnel supporting agenda items are submitted in accordance with the procedures established by the Executive Officer. Reports not submitted according to procedures, in the format and quantity required, and by the deadline, will not be calendared.

C. Policy on Written Submissions by Appellants

All written material submitted by appellants to be considered by the Commission in support of an agenda item shall be submitted to the Commission office, no later than 5:00 p.m. on the fourth (4th) business day preceding the Commission meeting for which the item is calendared (ordinarily, on Tuesday). An original copy on 8 1/2-inch X 11 inch paper, three-hole punched on left margin, and page numbered in the bottom center margin, shall be provided. Written material submitted for the Commission's review becomes part of a public record and shall be open for public inspection.

D. Policy on Materials being Considered by the Commission

Copies of all staff reports and materials being considered by the Civil Service Commission are available for public view 72 hours prior to the Civil Service Commission meeting on the Civil Service Commission's website at <https://sf.gov/civilservice> and in its office located at 25 Van Ness Avenue, Suite 720, San Francisco, CA 94102. If any materials related to an item on this agenda have been distributed to the Civil Service Commission after distribution of the agenda packet, those materials will be available for public inspection at the Civil Service Commission's during normal office hours (8:00 a.m. to 5:00 p.m. Monday through Friday).

E. Policy and Procedure for Hearings to be Scheduled after 5:00 p.m. and Requests for Postponement

A request to hear an item after 5:00 p.m. should be directed to the Executive Officer as soon as possible following the receipt of notification of an upcoming hearing. Requests may be made by telephone at (628) 652-1100 and confirmed in writing or by fax at (628) 652-1109.

A request for a postponement (continuance) to delay an item to another meeting may be directed to the Commission Executive Officer by telephone or in writing. Before acting, the Executive Officer may refer certain requests to another City official for recommendation. Telephone requests must be confirmed in writing prior to the meeting. Immediately following the "Announcement of Changes" portion of the agenda at the beginning of the meeting, the Commission will consider a request for a postponement that has been previously denied. Appeals filed under Civil Service Commission Rule 111A Position-Based Testing shall be considered on the date it is calendared for hearing except under extraordinary circumstances and upon mutual agreement between the appellant and the Department of Human Resources.

F. Policy and Procedure on Hearing Items Out of Order

Requests to hear items out of order are to be directed to the Commission President at the beginning of the agenda. The President will rule on each request. Such requests may be granted with mutual agreement among the affected parties.

G. Procedure for Commission Hearings

All Commission hearings on disputed matters shall conform to the following procedures: The Commission reserves the right to question each party during its presentation and, in its discretion, to modify any time allocations and requirements.

If a matter is severed from the *Consent Agenda* or the *Ratification Agenda*, presentation by the opponent will be for a maximum time limit of five (5) minutes and response by the departmental representative for a maximum time limit of five (5) minutes. Requests by the public to sever items from the [*Consent Agenda* or] *Ratification Agenda* must be provided with justification for the record.

For items on the *Regular Agenda*, presentation by the departmental representative for a maximum time of five (5) minutes and response by the opponent for a maximum time limit of five (5) minutes.

For items on the *Separations Agenda*, presentation by the department followed by the employee or employee's representative shall be for a maximum time limit of ten (10) minutes for each party unless extended by the Commission.

Each presentation shall conform to the following:

1. Opening summary of case (brief overview);
2. Discussion of evidence;
3. Corroborating witnesses, if necessary; and
4. Closing remarks.

The Commission may allocate five (5) minutes for each side to rebut evidence presented by the other side.

H. Policy on Audio Recording of Commission Meetings

As provided in the San Francisco Sunshine Ordinance, all Commission meetings are audio recorded in digital form. These audio recordings of open sessions are available starting on the day after the Commission meeting on the Civil Service Commission website at www.sfgov.org/civilservice/.

I. Speaking before the Civil Service Commission

Speaker cards are not required. The Commission will take public comment on all items appearing on the agenda at the time the item is heard. The Commission will take public comment on matters not on the Agenda, but within the jurisdiction of the Commission during the "Requests to Speak" portion of the regular meeting. Maximum time will be three (3) minutes. A subsequent comment after the three (3) minute period is limited to one (1) minute. The timer shall be in operation during public comment. Upon any specific request by a Commissioner, time may be extended.

J. Public Comment and Due Process

During general public comment, members of the public sometimes wish to address the Civil Service Commission regarding matters that may come before the Commission in its capacity as an adjudicative body. The Commission does not restrict this use of general public comment. To protect the due process rights of parties to its adjudicative proceedings, however, the Commission will not consider, in connection with any adjudicative proceeding, statements made during general public comment. If members of the public have information that they believe to be relevant to a matter that will come before the Commission in its adjudicative capacity, they may wish to address the Commission during the public comment portion of that adjudicative proceeding. The Commission will not consider public comment in connection with an adjudicative proceeding without providing the parties an opportunity to respond.

K. Policy on use of Cell Phones, Pagers and Similar Sound-Producing Electronic Devices at and During Public Meetings

The ringing and use of cell phones, pagers and similar sound-producing electronic devices are prohibited at this meeting. Please be advised that the Chair may order the removal from the meeting room of any person(s) responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic devices.

Information on Disability Access

The Civil Service Commission normally meets in Room 400 (Fourth Floor) City Hall, 1 Dr. Carlton B. Goodlett Place. However, meetings not held in this room are conducted in the Civic Center area. City Hall is wheelchair accessible. The closest accessible BART station is the Civic Center, located 2 ½ blocks from City Hall. Accessible MUNI lines serving City Hall are 47 Van Ness Avenue, 9 San Bruno and 71 Haight/Noriega, as well as the METRO stations at Van Ness and Market and at Civic Center. For more information about MUNI accessible services, call (415) 923-6142. Accessible curbside parking has been designated at points in the vicinity of City Hall adjacent to Grove Street and Van Ness Avenue.

The following services are available on request 48 hours prior to the meeting; except for Monday meetings, for which the deadline shall be 4:00 p.m. of the last business day of the preceding week. For American Sign Language interpreters or the use of a reader during a meeting, a sound enhancement system, and/or alternative formats of the agenda and minutes, please contact the Commission office to make arrangements for the accommodation. Late requests will be honored, if possible.

Individuals with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities should call our ADA coordinator at (628) 652-1100 or email civilservice@sfgov.org to discuss meeting accessibility. In order to assist the City's efforts to accommodate such people, attendees at public meetings are reminded that other attendees may be sensitive to various chemical-based products. Please help the City to accommodate these individuals.

Know your Rights under the Sunshine Ordinance (Chapter 67 of the San Francisco Administrative Code)

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils, and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review. For more information on your rights under the Sunshine Ordinance or to report a violation of the ordinance, or to obtain a free copy of the Sunshine Ordinance, contact Victor Young, Administrator of the Sunshine Ordinance Task Force, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689 at (415) 554-7724, by fax: (415) 554-7854, by e-mail: soff@sfgov.org, or on the City's website at www.sfgov.org/bdsupvrs/sunshine.

San Francisco Lobbyist Ordinance

Individuals and entities that influence or attempt to influence local legislative or administrative action may be required by the San Francisco Lobbyist Ordinance (San Francisco Campaign and Governmental Conduct Code Section 2.100) to register and report lobbying activity. For more information about the Lobbyist Ordinance, please contact the San Francisco Ethics Commission at 25 Van Ness Ave., Suite 220, San Francisco, CA 94102, telephone (415) 252-3100, fax (415) 252-3112 and web site <https://sfethics.org/>.



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 2, 2023

3. Check One: Ratification Agenda

Bm

Consent Agenda

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: Benjamin Weber Telephone number: (415) 554-6277

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.

CSC RECEIPT STAMP

Attachment

Paul Zarefsky
Deputy City Attorney
City Attorney's Office
1 Dr. Carlton B. Goodlett Place, Room 325
San Francisco, CA 94103
Paul.Zarefsky@sfcityatt.org

Patrick Mulligan
Director
Office of Labor Standards Enforcement
1 Dr. Carlton B. Goodlett Place, Room 430
San Francisco, CA 94102
Pat.mulligan@sfgov.org

Ivy Fine
Director of Contract Administration Bureau
Public Utilities Commission
525 Golden Gate Ave., 8th Floor
San Francisco, CA 94102
IFine@swater.org

Kyndra Cox
Contract Administration Bureau
Public Utilities Commission
525 Golden Gate Ave., 8th Floor
San Francisco, CA 94102
KCox@swater.org

Benjamin Poole
Workforce and Economic Program Services
Bureau
Public Utilities Commission
525 Golden Gate Ave 9th Floor
San Francisco, CA 94102
BPoole@swater.org

Todd Kyger
Workforce and Economic Program Services
Bureau
Public Utilities Commission
525 Golden Gate Ave 9th Floor
San Francisco, CA 94102
TKyger@swater.org

Rita Ohaya
Acting Director of Social Responsibility and
Community Sustainability
San Francisco International Airport
P.O. Box 8097
San Francisco, CA 94128
rita.ohaya@flysfo.com

Kenneth Bukowski
Director, Convention Facilities
747 Howard, 5th Floor
San Francisco, CA 94103
kenneth.bukowski@sfgov.org

Steven Ponder
Classification and Compensation Director
Department of Human Resources
1 South Van Ness Ave., Fourth Floor
San Francisco, CA 94102
steve.ponder@sfgov.org

Kate Howard
Managing Deputy Director
Department of Human Resources
1 South Van Ness Ave., Fourth Floor
San Francisco, CA 94102
kate.howard@sfgov.org

Virginia Harmon
Senior Manager Contracts & Procurement
San Francisco Municipal Transportation Agency
virginia.harmon@sfmta.com

Steven Lee
Manager, Finance and Information Technology
San Francisco Municipal Transportation Agency
Steven.Lee@sfmta.com

Lorraine Fuqua
Finance and Information Technology
San Francisco Municipal Transportation Agency
Lorraine.Fuqua@sfmta.com

Ted Graff
Manager, Parking & Curb Management
San Francisco Municipal Transportation Agency
Ted.Graff@sfmta.com

Alysabeth Alexander-Tut
Port of San Francisco
Acting Contracts and Procurement Manager
alysabeth.alexander-tut@sfport.com

Sailaja Kurella
Acting Purchaser and Director
Office of Contract Administration
sailaja.kurella@sfgov.org

Sean McFadden
Manager, Purchasing and Contracts
Recreation and Park Department
McLaren Lodge, 501 Stanyan Street
San Francisco, CA 94117
sean.mcfadden@sfgov.org

Bruce Robertson
Deputy Director for Finance and Administration
San Francisco Department of Public Works
1155 Market St. Francisco, CA 94102
bruce.robertson@sfdpw.org

Alexander Burns
Contract Analyst
San Francisco Department of Public Works
1155 Market St. Francisco, CA 94102
alexander.burns@sfdpw.org

ANNUAL PREVAILING WAGE REPORT

SAN FRANCISCO OFFICE OF LABOR STANDARDS ENFORCEMENT

Regarding 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

October 2, 2023

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GENERAL SERVICES AGENCY
OFFICE OF LABOR STANDARDS ENFORCEMENT
PATRICK MULLIGAN, DIRECTOR



DATE: September 20, 2023

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 the California Department of Industrial Relations (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, 2023, 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, 2022 to November 30, 2026.

Theatrical Workers (S.F. Admin. Code 21C.4): Collective Bargaining Agreement between Another Planet Entertainment 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, 2023 through June 30, 2028

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, an affiliate of the International Brotherhood of Teamsters in effect from January 1, 2022 to December 31, 2026.

Moving Services (S.F. Admin. Code 21C.6): Collective Bargaining Agreement between Galindo Installations & Moving Services, Inc. and the Northern California Carpenters Regional Council and the Carpenters 46 Northern California Counties Conference Board in effect for signatories from September 1, 2023 through August 31, 2025.

Trade Show and Special Event Work (S.F. Admin. Code 21C.8): 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, 2022 – June 30, 2026.

Broadcast Services (S.F. Admin. Code 21C.9): Collective Bargaining Agreement between PURPLE TALLY, INC. 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 September 8, 2022 to March 31, 2025.

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 Teamsters Local 2785, Local 853 and Local 70 in effect for signatories from April 1, 2022 to March 31, 2025.

Security Guard Services (S.F. Admin. Code 21C.11): Collective Bargaining Agreement between Universal Protection Services LP, dba Allied Universal Security Services, Securitas Security Services USA, Inc., GardaWorld Security, ProGuard Security, ABC Security Services, Chenega Security California Corp., Prosegur Security, Genesis Security, PalAmerican Security and Services Employees International Union, United Services Workers West from October 1, 2022 through June 30, 2026.

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,



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-2-2021-1

Issue Date:

February 22, 2021

Expiration date of determination:

September 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 the State of California

Wages and Employer Payments:

<u>Classification</u> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension ^a	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)	Sunday/Holiday Overtime Hourly Rate (2 X)
Boilermaker-Blacksmith (Area 1) ^b	\$46.03	\$8.57	\$18.44 ^c	\$7.90 ^c	\$3.90	\$0.74	8.0	\$85.58	\$121.765 ^d	\$121.765 ^d	\$157.95
Boilermaker-Blacksmith (Area 2) ^b	\$49.62	\$8.57	\$22.30 ^c	\$6.00 ^c	\$4.40	\$0.74	8.0	\$91.63	\$130.59 ^d	\$130.59 ^d	\$169.55
Boilermaker-Blacksmith (Area 3) ^b	\$45.60	\$8.57	\$20.52 ^c	\$5.50 ^c	\$4.40	\$0.74	8.0	\$85.33	\$121.14 ^d	\$121.14 ^d	\$156.95

Determination:
C-14-X-2-2021-1

Issue Date:
February 22, 2021

Expiration date of determination:
September 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 the State of California

Wages and Employer Payments:

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension ^a	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)	Sunday/ Holiday Overtime Hourly Rate (2 X)
Boilermaker-Blacksmith Helper ^e (Area 1) ^b	\$25.32	f	\$0.73 ^c	\$0.00	\$3.90	\$0.74	8.0	\$30.69	\$43.715 ^d	\$43.715 ^d	\$56.74
Boilermaker-Blacksmith Helper ^e (Area 2) ^b	\$27.29	f	\$0.73 ^c	\$0.00	\$4.40	\$0.74	8.0	\$33.16	\$47.17 ^d	\$47.17 ^d	\$61.18
Boilermaker-Blacksmith Helper ^e (Area 3) ^b	\$25.08	f	\$0.73 ^c	\$0.00	\$4.40	\$0.74	8.0	\$30.95	\$43.855 ^d	\$43.855 ^d	\$56.76

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing](#)

[Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a Includes amount for Annuity Trust Fund.

^b **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.

^c Contribution is factored at the applicable overtime multiplier for each overtime hour worked.

^d 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.

^e One Helper shall be employed on each job of 5 to 10 employees.

^f Helpers will be eligible for Health & Welfare benefits after completing 2000 hours.

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-1-2023-1

Issue Date:

February 22, 2023

Expiration date of determination:

December 31, 2023** 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:

Area 1: San Francisco County.

Area 2: Alameda, Contra Costa, San Mateo and Santa Clara County

Area 3: City of Los Angeles and the following cities/localities within Los Angeles County: Baldwin Hills, Beverly Hills, Burbank, Culver City, El Segundo, Gardena, Hawthorne, Hermosa Beach, Inglewood, Lawndale, Lennox, Lomita, Manhattan Beach, Marina Del Rey, Rancho Palos Verdes, Redondo Beach, Rolling Hills Estates, San Fernando, Santa Monica, Torrance, Universal City, West Hollywood, Westwood Veterans Affairs.

Area 4: Amador, Butte, Calaveras, Colusa, El Dorado, Fresno, Glenn, Humboldt, Imperial, Kern, Kings, Lake, Los Angeles (portions not covered in Area 3), Madera, Marin, Mariposa, Mendocino, Merced, 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, Solano, Sonoma, Stanislaus, Sutter, Tehama, Tulare, Tuolumne, Ventura, Yolo and Yuba Counties

Area 5: Alpine, Del Norte, Inyo, Lassen, Modoc, Mono, Siskiyou and Trinity Counties

Wages and Employer Payments:

<u>Classification</u> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^a	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^b	Saturday Overtime Hourly Rate (1 ½ X) ^b	Sunday/Holiday Overtime Hourly Rate (2 X)
Iron Worker (Ornamental, Reinforcing, Structural) (Area 1)	\$50.38	\$10.20	\$12.32	\$6.00	\$0.72	\$5.565	8.0	\$85.185	\$110.375	\$110.375	\$135.565

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^a	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^b	Saturday Overtime Hourly Rate (1 ½ X) ^b	Sunday/Holiday Overtime Hourly Rate (2 X)
Iron Worker (Ornamental, Reinforcing, Structural) (Area 2)	\$49.88	\$10.20	\$12.32	\$6.00	\$0.72	\$5.565	8.0	\$84.685	\$109.625	\$109.625	\$134.565
Iron Worker (Ornamental, Reinforcing, Structural) (Area 3)	\$47.73	\$10.20	\$12.32	\$6.00	\$0.72	\$5.565	8.0	\$82.535	\$106.400	\$106.400	\$130.265
Iron Worker (Ornamental, Reinforcing, Structural) (Area 4)	\$46.20	\$10.20	\$12.32	\$6.00	\$0.72	\$5.565	8.0	\$81.005	\$104.105	\$104.105	\$127.205
Iron Worker (Ornamental, Reinforcing, Structural) (Area 5)	\$41.00	\$10.20	\$12.32	\$5.40	\$0.72	\$5.565	8.0	\$75.205	\$95.705	\$95.705	\$116.205
Fence Erector (All Areas)	\$41.28	\$8.03	\$8.99	\$4.62	\$0.51	\$3.685	8.0	\$67.115	\$87.755	\$87.755	\$108.395

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<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 overtime is at the Sunday/Holiday rate.

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-3-2023-1

Issue Date:
August 22, 2023

Expiration date of determination:
December 31, 2023** 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 the State of California, except Del Norte, Modoc, and Siskiyou Counties. (For Del Norte, Modoc and Siskiyou - see determination C-61-X-8)

Wages and Employer Payments:

<u>Classification</u> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (2 X)	Saturday Overtime Hourly Rate (2 X)	Sunday/Holiday Overtime Hourly Rate
Lineman, Cable Splicer #	\$67.30	\$8.10	\$12.83 ^a	\$0.67 ^b	\$0.74 ^c	8.0	\$91.66	\$162.39	\$162.39	\$162.39
Powderman	\$57.86	\$8.10	\$11.59 ^a	\$0.58 ^b	\$0.63 ^c	8.0	\$80.50	\$141.30	\$141.30	\$141.30
Groundman	\$39.57	\$8.10	\$11.55 ^a	\$0.40 ^b	\$0.44 ^c	8.0	\$61.25	\$102.83	\$102.83	\$102.83

Determination:
C-61-X-4-2023-1

Issue Date:
February 22, 2023

Expiration date of determination:
December 31, 2023** 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 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 determination C-61-X-8. For Imperial, Inyo, Kern, Kings, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Tulare, and Ventura Counties– see determination C-61-X-5)

Wages and Employer Payments:

<u>Classification</u> (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)	Sunday/Holiday Overtime Hourly Rate (1 ½ X)
Pole Restoration Journeyman	\$34.74	\$7.50 ^d	\$2.00 ^a	\$1.47	8.0	\$46.75	\$64.64	\$64.64 ^e	\$64.64
After 1 year	\$34.74	\$7.50 ^d	\$2.00 ^a	\$2.14	8.0	\$47.42	\$65.31	\$65.31 ^e	\$65.31
After 3 years	\$34.74	\$7.50 ^d	\$2.00 ^a	\$2.81	8.0	\$48.09	\$65.98	\$65.98 ^e	\$65.98
After 6 years	\$34.74	\$7.50 ^d	\$2.00 ^a	\$3.47	8.0	\$48.75	\$66.64	\$66.64 ^e	\$66.64
Senior Technician ^f	\$22.42	\$7.50 ^d	\$1.60 ^a	\$0.95	8.0	\$33.14	\$44.69	\$44.69 ^e	\$44.69
After 1 year	\$22.42	\$7.50 ^d	\$1.60 ^a	\$1.38	8.0	\$33.57	\$45.12	\$45.12 ^e	\$45.12
After 3 years	\$22.42	\$7.50 ^d	\$1.60 ^a	\$1.81	8.0	\$34.00	\$45.55	\$45.55 ^e	\$45.55

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)	Sunday/Holiday Overtime Hourly Rate (1 ½ X)
After 6 years	\$22.42	\$7.50 ^d	\$1.60 ^a	\$2.24	8.0	\$34.43	\$45.98	\$45.98 ^e	\$45.98
Pole Treatment Journeyman	\$31.04	\$7.50 ^d	\$2.00 ^a	\$1.32	8.0	\$42.79	\$58.78	\$58.78 ^e	\$58.78
After 1 year	\$31.04	\$7.50 ^d	\$2.00 ^a	\$1.92	8.0	\$43.39	\$59.375	\$59.375 ^e	\$59.375
After 3 years	\$31.04	\$7.50 ^d	\$2.00 ^a	\$2.51	8.0	\$43.98	\$59.97	\$59.97 ^e	\$59.97
After 6 years	\$31.04	\$7.50 ^d	\$2.00 ^a	\$3.11	8.0	\$44.58	\$60.565	\$60.565 ^e	\$60.565
Pole Restoration and Treatment ^f Technician	\$20.16	\$7.50 ^d	\$1.10 ^a	\$0.85	8.0	\$30.21	\$40.60	\$40.60 ^e	\$40.60
After 1 year	\$20.16	\$7.50 ^d	\$1.10 ^a	\$1.24	8.0	\$30.60	\$40.99	\$40.99 ^e	\$40.99
After 3 years	\$20.16	\$7.50 ^d	\$1.10 ^a	\$1.63	8.0	\$30.99	\$41.38	\$41.38 ^e	\$41.38
After 6 years	\$20.16	\$7.50 ^d	\$1.10 ^a	\$2.01	8.0	\$31.37	\$41.76	\$41.76 ^e	\$41.76

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<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 Includes \$0.01 to LMCC; the remaining amount is factored at the applicable overtime rate.

^d Includes an amount for Health Reimbursements Accounts.

^e Saturdays may be scheduled as a make-up day at the regular straight time rate.

^f 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

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-5-2023-1

Issue Date:

February 22, 2023

Expiration date of determination:

December 31, 2023* 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 Imperial, Inyo, Kern, Kings, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Diego, San Luis Obispo, Santa Barbara, Tulare, and Ventura Counties.

Wages and Employer Payments:

<u>Classification</u> (Journeyman)	Basic Hourly Rate	Health and Welfare ^d	Pension	Vacation and Holiday	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)	Sunday/Holiday Overtime Hourly Rate (1 ½ X)
Pole Restoration Journeyman	\$34.74	\$7.50	\$2.00 ^a	\$0.00	8.0	\$45.28	\$63.17	\$63.17 ^b	\$63.17
After 6 months	\$34.74	\$7.50	\$2.00 ^a	\$1.77	8.0	\$47.05	\$64.94	\$64.94 ^b	\$64.94
After 3 years	\$34.74	\$7.50	\$2.00 ^a	\$2.63	8.0	\$47.91	\$65.80	\$65.80 ^b	\$65.80
After 6 years	\$34.74	\$7.50	\$2.00 ^a	\$3.10	8.0	\$48.38	\$66.27	\$66.27 ^b	\$66.27
After 10 years	\$34.74	\$7.50	\$2.00 ^a	\$3.50	8.0	\$48.78	\$66.67	\$66.67 ^b	\$66.67
Senior Technician ^c	\$22.42	\$7.50	\$1.60 ^a	\$0.00	8.0	\$32.19	\$43.74	\$43.74 ^b	\$43.74
After 6 months	\$22.42	\$7.50	\$1.60 ^a	\$1.14	8.0	\$33.33	\$44.88	\$44.88 ^b	\$44.88
After 3 years	\$22.42	\$7.50	\$1.60 ^a	\$1.70	8.0	\$33.89	\$45.43	\$45.43 ^b	\$45.43
After 6 years	\$22.42	\$7.50	\$1.60 ^a	\$2.00	8.0	\$34.19	\$45.73	\$45.73 ^b	\$45.73
After 10 years	\$22.42	\$7.50	\$1.60 ^a	\$2.26	8.0	\$34.45	\$45.99	\$45.99 ^b	\$45.99
Pole Treatment Journeyman	\$31.04	\$7.50	\$2.00 ^a	\$0.00	8.0	\$41.47	\$57.46	\$57.46 ^b	\$57.46
After 6 months	\$31.04	\$7.50	\$2.00 ^a	\$1.58	8.0	\$43.05	\$59.04	\$59.04 ^b	\$59.04
After 3 years	\$31.04	\$7.50	\$2.00 ^a	\$2.35	8.0	\$43.82	\$59.81	\$59.81 ^b	\$59.81
After 6 years	\$31.04	\$7.50	\$2.00 ^a	\$2.77	8.0	\$44.24	\$60.22	\$60.22 ^b	\$60.22
After 10 years	\$31.04	\$7.50	\$2.00 ^a	\$3.13	8.0	\$44.60	\$60.58	\$60.58 ^b	\$60.58

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare ^d	Pension	Vacation and Holiday	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)	Sunday/Holiday Overtime Hourly Rate (1 ½ X)
Pole Restoration and Treatment ^c Technician (First 6 months)	\$19.16	\$7.50	\$1.10 ^a	\$0.00	8.0	\$28.33	\$38.20	\$38.20 ^b	\$38.20
Pole Restoration and Treatment ^c Technician (After 6 months)	\$19.16	\$7.50	\$1.10 ^a	\$0.98	8.0	\$29.31	\$39.17	\$39.17 ^b	\$39.17
Pole Restoration and Treatment ^c Technician (After 3 years)	\$19.16	\$7.50	\$1.10 ^a	\$1.45	8.0	\$29.78	\$39.65	\$39.65 ^b	\$39.65
Pole Restoration and Treatment ^c Technician (After 6 years)	\$19.16	\$7.50	\$1.10 ^a	\$1.71	8.0	\$30.04	\$39.90	\$39.90 ^b	\$39.90
Pole Restoration and Treatment ^c Technician (After 10 years)	\$19.16	\$7.50	\$1.10 ^a	\$1.93	8.0	\$30.26	\$40.13	\$40.13 ^b	\$40.13

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

^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 Saturdays may be scheduled as a make-up day at the regular straight time rate.

^c 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.

^d Health and Welfare includes \$0.50 for Health Reimbursement Account.

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-8-2023-1

Issue Date:

February 22, 2023

Expiration date of determination:

January 31, 2024* 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 Del Norte, Modoc and Siskiyou counties.

Wages and Employer Payments:

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension ^a	Training ^b	Other ^c	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (2X)	Saturday Overtime Hourly Rate (2X)	Sunday/Holiday Overtime Hourly Rate (2X)
Lineman, Heavy Line Equipment man, Certified Lineman Welder, Pole Sprayer	\$60.54	\$8.00	\$15.97	\$0.91	\$0.15	8.0	\$85.57	\$148.99	\$148.99	\$148.99
Cable Splicer	\$67.80	\$8.00	\$16.18	\$1.02	\$0.17	8.0	\$93.17	\$164.19	\$164.19	\$164.19
Line Equipment Operator	\$52.06	\$8.00	\$12.51	\$0.78	\$0.13	8.0	\$73.48	\$128.01	\$128.01	\$128.01
Powderman	\$45.41	\$7.90	\$9.51	\$0.68	\$0.11	8.0	\$63.61	\$111.17	\$111.17	\$111.17
Groundman First 1040 Hours	\$24.22	\$7.90	\$8.88	\$0.36	\$0.06	8.0	\$41.42	\$66.79	\$66.79	\$66.79
Groundman 1041-2080 Hours	\$30.27	\$7.90	\$9.06	\$0.45	\$0.08	8.0	\$47.76	\$79.47	\$79.47	\$79.47
Groundman 2081+ Hours	\$37.53	\$7.90	\$9.28	\$0.56	\$0.09	8.0	\$55.36	\$94.67	\$94.67	\$94.67
Pole Sprayer Trainee First six months	\$51.88	\$7.90	\$9.71	\$0.78	\$0.13	8.0	\$70.40	\$124.75	\$124.75	\$124.75
Pole Sprayer Trainee Second six months	\$54.36	\$7.90	\$9.78	\$0.82	\$0.14	8.0	\$73.00	\$129.95	\$129.95	\$129.95
Pole Sprayer Trainee Third six months	\$56.18	\$7.90	\$9.84	\$0.84	\$0.14	8.0	\$74.90	\$133.75	\$133.75	\$133.75

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<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 is for the Administrative Maintenance Fund (AMF) and is factored at the applicable overtime rate.

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-1-2023-1

Issue Date:

August 22, 2023

Expiration date of determination:

April 6, 2024* 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 San Francisco, San Mateo and Santa Clara Counties.

Wages and Employer Payments:

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^a	Training	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X) ^b	Holiday Overtime Hourly Rate (2 ½ X)
Telecommunications Technician	\$48.51	\$8.27	\$4.06	\$3.36	\$0.00	8.0	\$64.20	\$88.455	\$136.965

^a \$4.29 employees with 7 years of service but less than 15 years, \$5.22 for 15 years but less than 25 years, \$6.16 for over 25 years.

^b Rate applies to work in excess of eight hours daily and for all hours over 40 hours in a week. Rate applies to all hours worked on Sunday.

Determination:

C-422-X-1-2023-1A

Issue Date:

August 22, 2023

Expiration date of determination:

April 6, 2024* 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 Alameda, Contra Costa, Los Angeles, Marin, Orange, Riverside, San Diego and Ventura Counties.

Wages and Employer Payments:

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X) ^b	Holiday Overtime Hourly Rate (2 ½ X)
Telecommunications Technician	\$47.48	\$8.27	\$3.97	\$3.29	\$0.00	8.0	\$63.01	\$86.750	\$134.230

^c \$4.20 for employees with 7 years of service but less than 15 years, \$5.11 for 15 years but less than 25 years, \$6.03 for over 25 years.

Determination:

C-422-X-1-2023-1B

Issue Date:

August 22, 2023

Expiration date of determination:

April 6, 2024* 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 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, Sacramento, San Benito, San Joaquin, San Luis Obispo, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo and Yuba.

Wages and Employer Payments:

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^d	Training	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X) ^b	Holiday Overtime Hourly Rate (2 ½ X)
Telecommunications Technician	\$46.20	\$8.27	\$3.87	\$3.20	\$0.00	8.0	\$61.54	\$84.640	\$130.840

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

^d \$4.09 for employees with 7 years of service but less than 15 years, \$4.98 for 15 years but less than 25 years, \$5.86 for over 25 years.

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-10-2023-2

Issue Date:

August 22, 2023

Expiration date of determination: April 6, 2024* 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 Del Norte, Inyo, Mono, San Bernardino and Santa Barbara Counties.

Wages and Employer Payments:

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^a	Training	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X) ^b	Holiday Overtime Hourly Rate (2 ½ X)
Telecommunications Technician	\$46.20	\$8.27	\$3.87	\$3.20	\$0.00	8.0	\$61.54	\$84.640	\$130.840

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

^a \$4.09 for employees with 7 years of service but less than 15 years, \$4.98 for 15 years but less than 25 years, \$5.86 for 25 years or more.

^b Rate applies to work in excess of eight hours daily and for all hours over 40 hours in a week. Rate applies to all hours worked on Sunday.

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-738-1412-7-2023-1

Issue Date:

February 22, 2023

Expiration date of determination:

March 31, 2023* 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 the State of California

Wages and Employer Payments:

<u>Classification</u> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation	Holiday	Training	Hours	Total Hourly Rate ^a	Daily Overtime Hourly Rate (1 ½ X) ^{ab}	Saturday Overtime Hourly Rate (1 ½ X) ^{ab}	Sunday Overtime Hourly Rate (2 X) ^a	Holiday Overtime Hourly Rate (2 ½ X) ^a
Stator Rewinder	\$15.50	\$1.39 ^c	\$2.23 ^c	\$0.30 ^{cd}	\$0.60	\$0.30 ^c	8.0	\$20.31	\$30.17	\$30.17	\$40.02	\$49.88
Stator Rewinder Helper	\$15.50	\$1.39 ^c	\$2.23 ^c	\$0.30 ^{cd}	\$0.60	\$0.30 ^c	8.0	\$20.31	\$30.17	\$30.17	\$40.02	\$49.88

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing](#)

[Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a Does not include any additional amount that may be required for vacation pay.

^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 Contributions are factored at the appropriate overtime multiplier.

^d Rate applies to the first two years of employment only: for employment over two years, \$0.60 per hour worked; for employment over five years, \$0.75 per hour worked; for employment over seven years, \$0.89 per hour worked; for employment over fifteen years, \$1.19 per hour worked; for employment over twenty years, \$1.49 per hour worked; for employment over thirty years, \$1.79 per hour worked.

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-830-261-7-2021-1

Issue Date:

February 22, 2021

Expiration date of determination:

March 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 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.

Wages and Employer Payments:

Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Sunday/Holiday Overtime Hourly Rate (1 ½ X)
Driver: Dump Truck	\$22.50	a	\$0.00	\$0.43 ^b	\$0.00	\$0.00	8.0	\$22.93	\$34.18 ^c	\$34.18

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

* There is no predetermined increase applicable to this determination.

^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.

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: Metal Roofing Systems Installer[#]

Determination:

C-MR-2023-1J

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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)

Wages and Employer Payments:

Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)	Sunday/Holiday Overtime Hourly Rate (2 X)
Metal Roofing Systems Installer	\$72.37 ^a	\$15.77 ^b	\$33.54 ^c	^d	\$1.65	\$0.71	8.0 ^e	\$124.04	\$164.19 ^f	\$164.19 ^f	\$204.33

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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: Metal Roofing Systems Installer (Special Single Shift)#

Determination:
C-MR-2023-1JA

Issue Date:
August 22, 2023

Expiration date of determination:
June 30, 2024** 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)

Wages and Employer Payments:

Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)	Sunday/ Holiday Overtime Hourly Rate (2 X)
Metal Roofing Systems Installer	\$81.05 ^a	\$15.77 ^b	\$33.54 ^c	^d	\$1.65	\$0.71	8.0 ^e	\$132.72	\$177.21 ^f	\$177.21 ^f	\$221.69

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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: Metal Roofing Systems Installer (Second Shift)#

Determination:
C-MR-2023-1JA

Issue Date:
August 22, 2023

Expiration date of determination:
June 30, 2024** 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)

Wages and Employer Payments:

Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)	Sunday/ Holiday Overtime Hourly Rate (2 X)
Metal Roofing Systems Installer	\$79.61 ^a	\$15.77 ^b	\$33.54 ^c	^d	\$1.65	\$0.71	7.5 ^e	\$131.28	\$175.05 ^f	\$175.05 ^f	\$218.81

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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: Metal Roofing Systems Installer (Third Shift)#

Determination:

C-MR-2023-1JA

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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)

Wages and Employer Payments:

Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)	Sunday/ Holiday Overtime Hourly Rate (2 X)
Metal Roofing Systems Installer	\$83.23 ^a	\$15.77 ^b	\$33.54 ^c	^d	\$1.65	\$0.71	7.0	\$134.90	\$180.48 ^f	\$180.48 ^f	\$226.05

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a Includes amount for Vacation/Holiday and Dues Check Off.

^b 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.

^c 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.

^d Included in Straight-Time Hourly Rate.

^e For San Francisco County, the Straight-Time Hours is 7 hours.

^f 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.

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-260-2023-2

Issue Date:

August 22, 2023

Expiration date of determination:

December 31, 2023** 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, San Francisco, and Santa Clara Counties.

Wages and Employer Payments:

Classification	Basic Hourly Rate ^a	Health and Welfare ^b	Pension	Vacation and Holiday	Training	Other ^c	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)	Sunday/Holiday Overtime Hourly Rate (2 X)
Conventional Trucks (3 axles or less, 8 yards or less) ^d	\$46.47	\$12.91	\$13.26	\$3.04 ^e	\$0.00	\$1.75	8.0	\$77.43	\$100.665	\$100.665	\$123.90
Booster Trucks (4 axles or more, 10 yards or less) ^f	\$46.73	\$12.91	\$13.26	\$3.06 ^g	\$0.00	\$1.76	8.0	\$77.72	\$101.085	\$101.085	\$124.45
Slider (12 yards)	\$47.23	\$12.91	\$13.26	\$3.09 ^h	\$0.00	\$1.77	8.0	\$78.26	\$101.875	\$101.875	\$125.49

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

[Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

- ^a An amount up to \$38.40 per 8 hour day (\$4.80 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 \$12.91 per hour employer payment for Health and Welfare.
- ^b The contribution applies to all hours until \$2,179.00 is paid for the month.
- ^c Includes amounts for sick leave.
- ^d Add \$0.07 per hour to the basic hourly rate for each yard or portion of yard hauled over 8 yards.
- ^e \$3.40 after 2 years of service, \$3.75 after 3 years of service, \$4.65 after 5 years of service, \$5.54 after 10 years of service, \$6.43 after 20 years of service.
- ^f Add \$0.09 per hour to the basic hourly rate for each yard or portion of yard hauled over 10 yards.
- ^g \$3.41 after 2 years of service, \$3.77 after 3 years of service, \$4.67 after 5 years of service, \$5.57 after 10 years of service, \$6.47 after 20 years of service.
- ^h \$3.45 after 2 years of service, \$3.81 after 3 years of service, \$4.72 after 5 years of service, \$5.63 after 10 years of service, \$6.54 after 20 years of service.

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-2023-2

Issue Date:

August 22, 2023

Expiration date of determination:

December 31, 2023** 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, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, El Dorado, Fresno, Glenn, Humboldt, Imperial, Inyo, Kern, Kings, Lake, Lassen, Los Angeles, Madera, Marin, Mariposa, Mendocino, Merced, Mono, Monterey, Napa, Nevada, Orange, Placer, Plumas, Riverside, Sacramento, San Benito, San Bernardino, San Diego, San Francisco, San Joaquin, San Luis Obispo, San Mateo, Santa Barbara, Santa Clara, Santa Cruz, Shasta, Sierra, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Ventura, Yolo, and Yuba Counties. (REF: 61-1245-12, 61-465-5, 61-465-5A, 61-47-3)

Wages and Employer Payments:

Classification	Basic Hourly Rate	Health and Welfare ^a	Pension ^b	Vacation	Holiday	Training	Other ^c	Hours	Total Hourly Rate	Daily/Saturday/Sunday Overtime Hourly Rate (2X)
Tree Trimmer	\$41.02	\$8.10	\$11.33	\$0.82	\$0.00	\$0.62	\$0.04	8.0	\$61.93	\$104.18
Trimmer Trainee: Start (0-6 Months)	\$28.72	\$8.10	\$7.52	\$0.57	\$0.00	\$0.43	\$0.03	8.0	\$45.37	\$74.95
Trimmer Trainee: 6-12 Months	\$32.82	\$8.10	\$8.79	\$0.66	\$0.00	\$0.49	\$0.03	8.0	\$50.89	\$84.69
Trimmer Trainee: After 12 Months	\$36.92	\$8.10	\$10.07	\$0.74	\$0.00	\$0.55	\$0.04	8.0	\$56.42	\$94.45
Ground person First 6 Months	\$24.61	\$8.10	\$1.65	\$0.49	\$0.00	\$0.37	\$0.02	8.0	\$35.24	\$60.59
Ground person After 6 Months	\$26.67	\$8.10	\$2.38	\$0.53	\$0.00	\$0.40	\$0.03	8.0	\$38.11	\$65.58

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

^a Includes an amount for Health Reimbursements Accounts.

^b Includes an amount equal to 3% of the Basic Hourly Rate for the National Electrical Benefit Fund 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. Includes amount for National Electrical Annuity Plan.

^c Includes an amount for Administrative Maintenance Fund.

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-3-16-1-2023-2

Issue Date:
August 22, 2023

Expiration date of determination:
July 31, 2024** 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:
Zone 1: All localities within Alameda, Contra Costa, Marin, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties

Zone 2: All localities within 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 Counties.

Wages and Employer Payments:

Classification (Journey person)	Basic Hourly Rate ^a	Health and Welfare	Pension ^b	Vacation and Holiday ^c	Training	Other ^d	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X) ^e	Overtime Hourly Rate (2 X) ^f
Mechanic (Zone 1)	\$85.66	\$14.50	\$7.72	\$0.00	\$1.60	\$0.44	8.0	\$109.92	\$152.75	\$195.58
Mechanic (Zone 2)	\$65.46	\$14.50	\$7.72	\$0.00	\$1.60	\$0.44	8.0	\$89.72	\$122.45	\$155.18

Determination:
NC-3-16-3-2023-2

Issue Date:
August 22, 2023

Expiration date of determination:
April 30, 2024** 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:
Zone 1: All localities within Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, and Santa Clara Counties

Zone 2: All localities within 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 Benito, San Joaquin, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, Yolo, and Yuba Counties.

Wages and Employer Payments:

Classification (Journey person)	Basic Hourly Rate ^g	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other ^k	Hours ^h	Total Hourly Rate	Overtime Hourly Rate (1 ½ X) ⁱ	Overtime Hourly Rate (2 X) ^j
Hazardous Material Handler Worker (Zone 1)	\$41.64	\$8.06	\$15.00	\$0.00	\$0.30	\$0.06	8.0	\$65.06	\$85.88	\$106.70
Hazardous Material Handler Worker (Zone 2)	\$40.64	\$8.06	\$15.00	\$0.00	\$0.30	\$0.06	8.0	\$64.06	\$84.38	\$104.70

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

[Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<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 \$0.40 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 \$281.24 (ZONE 1) and \$220.64 (ZONE 2) per hour for work on Labor Day.

^g Includes amount withheld for dues check off.

^h 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.

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 Includes amount for Industry Promotion.

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[#]

Determination:

NC-23-31-1-2023-2

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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:

Area 1: All localities within Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.

Area 2: All localities within Monterey, San Benito, and Santa Cruz Counties.

Area 3: All localities within El Dorado^a, Placer^a, Sacramento, San Joaquin and Yolo Counties.

Area 4: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado^a, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placer^a, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba Counties.

Wages and Employer Payments:

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other ^c	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^{d e}	Daily Overtime Hourly Rate (2 X) ^d	Saturday Overtime Hourly Rate (1 ½ X) ^{d f g}	Saturday Overtime Hourly Rate (2X) ^{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) ^{d h}
Carpenter (Area 1)	\$60.39	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$94.20	\$124.40	\$154.59	\$124.40	\$154.59	\$154.59

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other ^c	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d e}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{d h}
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 1)	\$60.54	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$94.35	\$124.62	\$154.89	\$124.62	\$154.89	\$154.89
Carpenter (Area 2)	\$54.51	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$88.32	\$115.58	\$142.83	\$115.58	\$142.83	\$142.83
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 2)	\$54.66	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$88.47	\$115.80	\$143.13	\$115.80	\$143.13	\$143.13
Carpenter (Area 3)	\$54.51	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$88.32	\$115.58	\$142.83	\$115.58	\$142.83	\$142.83

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other ^c	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d e}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{d h}
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 3)	\$54.66	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$88.47	\$115.80	\$143.13	\$115.80	\$143.13	\$143.13
Carpenter (Area 4)	\$53.16	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$86.97	\$113.55	\$140.13	\$113.55	\$140.13	\$140.13
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 4)	\$53.31	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$87.12	\$113.78	\$140.43	\$113.78	\$140.43	\$140.43

Wages and Employer Payments (2nd Shift):

Classification (Journeyman) (2 nd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _c	Hours _j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d k}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{d h}
Carpenter (Area 1)	\$64.42	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$98.23	\$124.40	\$154.59	\$124.40	\$154.59	\$154.59
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 1)	\$64.58	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$98.39	\$124.62	\$154.89	\$124.62	\$154.89	\$154.89
Carpenter (Area 2)	\$58.14	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$91.95	\$115.58	\$142.83	\$115.58	\$142.83	\$142.83
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 2)	\$58.30	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$92.11	\$115.80	\$143.13	\$115.80	\$143.13	\$143.13
Carpenter (Area 3)	\$58.14	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$91.95	\$115.58	\$142.83	\$115.58	\$142.83	\$142.83

Classification (Journeyman) (2 nd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other ^c	Hours ^j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d k}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{d h}
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 3)	\$58.30	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$92.11	\$115.80	\$143.13	\$115.80	\$143.13	\$143.13
Carpenter (Area 4)	\$56.70	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$90.51	\$113.55	\$140.13	\$113.55	\$140.13	\$140.13
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 4)	\$56.86	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$90.67	\$113.78	\$140.43	\$113.78	\$140.43	\$140.43

Wages and Employer Payments (3rd Shiftⁱ):

Classification (Journeyman) (3 rd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other ^c	Hours ^j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d k}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{d h}
Carpenter (Area 1)	\$69.02	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$102.83	\$124.40	\$154.59	\$124.40	\$154.59	\$154.59

Classification (Journeyman) (3 rd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _c	Hours _j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{dk}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{dfg}	Saturday Overtime Hourly Rate (2X) _{df}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{dh}
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 1)	\$69.19	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$103.00	\$124.62	\$154.89	\$124.62	\$154.89	\$154.89
Carpenter (Area 2)	\$62.30	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$96.11	\$115.58	\$142.83	\$115.58	\$142.83	\$142.83
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 2)	\$62.47	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$96.28	\$115.80	\$143.13	\$115.80	\$143.13	\$143.13
Carpenter (Area 3)	\$62.30	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$96.11	\$115.58	\$142.83	\$115.58	\$142.83	\$142.83
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 3)	\$62.47	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$96.28	\$115.80	\$143.13	\$115.80	\$143.13	\$143.13

Classification (Journey person) (3 rd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other ^c	Hours ^j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^{dk}	Daily Overtime Hourly Rate (2 X) ^d	Saturday Overtime Hourly Rate (1 ½ X) ^{dfg}	Saturday Overtime Hourly Rate (2X) ^{df}	Sunday/ Holiday Overtime Hourly Rate (2 X) ^{dh}
Carpenter (Area 4)	\$60.75	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$94.56	\$113.55	\$140.13	\$113.55	\$140.13	\$140.13
Hardwood Floorlayer, Power Saw Operator, Saw Filer, Shingler, Steel Scaffold And Steel Shoring Erector (Area 4)	\$60.93	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$94.74	\$113.78	\$140.43	\$113.78	\$140.43	\$140.43

Determination:
NC-23-31-1-2023-2A

Issue Date:
August 22, 2023

Expiration date of determination:
June 30, 2024** 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, 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.

Wages and Employer Payments:

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _c	Hours.	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d e}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday / Holiday Overtime Hourly Rate (2 X) _{d h}
Bridge Builder/ Highway Carpenter	\$60.39	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$94.20	\$124.40	\$154.59	\$124.40	\$154.59	\$154.59
Bridge Builder/ Highway Carpenter (Special Single Shift)	\$67.94	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	8.0	\$101.75	\$124.40	\$154.59	\$124.40	\$154.59	\$154.59

Wages and Employer Payments (2nd Shift):

Classification (Journeyman) (2 nd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _c	Hours _j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d k}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{d h}
Bridge Builder/Highway Carpenter	\$64.42	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.5	\$98.23	\$124.40	\$154.59	\$124.40	\$154.59	\$154.59

Wages and Employer Payments (3rd Shift):

Classification (Journeyman) (3 rd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _c	Hours _j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d k}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{d h}
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Bridge Builder/Highway Carpenter	\$69.02	\$12.49	\$11.25	\$5.58	\$1.19	\$3.30	7.0	\$102.83	\$124.40	\$154.59	\$124.40	\$154.59	\$154.59
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Determination:

NC-23-31-1-2023-2B

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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:

- Area 1: All localities within Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.
- Area 2: All localities within Monterey, San Benito, and Santa Cruz Counties.
- Area 3: All localities within El Dorado^a, Placer^a, Sacramento, San Joaquin and Yolo Counties.
- Area 4: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado^a, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placer^a, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba Counties.

Wages and Employer Payments:

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other ⁱ	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{d e}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{d f g}	Saturday Overtime Hourly Rate (2X) _{d f}	Sunday / Holiday Overtime Hourly Rate (2 X) _{d h}
Millwright (Area 1)	\$60.49	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	8.0	\$95.90	\$126.15	\$156.39	\$126.15	\$156.39	\$156.39
Millwright (Area 2)	\$57.01	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	8.0	\$92.42	\$120.93	\$149.43	\$120.93	\$149.43	\$149.43
Millwright (Area 3)	\$57.01	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	8.0	\$92.42	\$120.93	\$149.43	\$120.93	\$149.43	\$149.43
Millwright (Area 4)	\$55.66	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	8.0	\$91.07	\$118.90	\$146.73	\$118.90	\$146.73	\$146.73

Wages and Employer Payments (2nd Shift):

Classification (Journeyman) (2 nd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _i	Hours _j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{dk}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{dfg}	Saturday Overtime Hourly Rate (2X) _{df}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{dh}
Millwright (Area 1)	\$64.52	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.5	\$99.93	\$126.15	\$156.39	\$126.15	\$156.39	\$156.39
Millwright (Area 2)	\$60.81	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.5	\$96.22	\$120.93	\$149.43	\$120.93	\$149.43	\$149.43
Millwright (Area 3)	\$60.81	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.5	\$96.22	\$120.93	\$149.43	\$120.93	\$149.43	\$149.43
Millwright (Area 4)	\$59.37	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.5	\$94.78	\$118.90	\$146.73	\$118.90	\$146.73	\$146.73

Wages and Employer Payments (3rd Shift):

Classification (Journeyman) (3 rd Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday _b	Training	Other _i	Hours _j	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{dk}	Daily Overtime Hourly Rate (2 X) _d	Saturday Overtime Hourly Rate (1 ½ X) _{dfg}	Saturday Overtime Hourly Rate (2X) _{df}	Sunday/ Holiday Overtime Hourly Rate (2 X) _{dh}
Millwright (Area 1)	\$69.13	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.0	\$104.54	\$126.15	\$156.39	\$126.15	\$156.39	\$156.39
Millwright (Area 2)	\$65.15	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.0	\$100.56	\$120.93	\$149.43	\$120.93	\$149.43	\$149.43
Millwright (Area 3)	\$65.15	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.0	\$100.56	\$120.93	\$149.43	\$120.93	\$149.43	\$149.43
Millwright (Area 4)	\$63.61	\$12.49	\$11.25	\$5.67	\$1.19	\$4.81	7.0	\$99.02	\$118.90	\$146.73	\$118.90	\$146.73	\$146.73

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

[Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

- # Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).
- ^a 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.
- ^b 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.
- ^c Includes Annuity Trust Fund, Industry Promotion, Carpenters International Training Fund, Work Preservation, Carpenter Employers Contract Administration, and Vacation/Holiday/Sick Leave Admin.
- ^d The overtime rates for shift work are based on the non-shift overtime rates.
- ^e 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.
- ^f 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.
- ^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 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.
- ⁱ Does not apply to tenant improvement or renovation projects in occupied buildings with a total contract value of \$5 million or less.
- ^j 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.
- ^k 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
- ^l Millwright Annuity Trust Fund, Industry Promotion, Carpenters International Training Fund, Work Preservation, and Vacation/Holiday/Sick Leave Admin.

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-23-31-11-2023-1

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

Wages and Employer Payments:

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension ^a	Vacation and Holiday ^b	Training	Other ^c	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^d	Saturday Overtime Hourly Rate (1 ½ X) ^d	Sunday/ Holiday Overtime Hourly Rate (2 X)
Pile Driver, Wharf, and Dock Builder	\$59.64 ^e	\$12.49	\$16.08	\$6.78	\$1.24	\$0.43	8.0	\$92.02	\$126.480	\$126.480	\$156.300
Diver (wet) up to 50 ft depth ^{f g}	\$109.16	\$12.49	\$16.08	\$6.78	\$1.24	\$0.43	8.0	\$141.54	\$200.760	\$200.760	\$255.340
Diver's Tender ^f	\$65.60	\$12.49	\$16.08	\$6.78	\$1.24	\$0.43	8.0	\$97.66	\$135.420	\$135.420	\$168.220
Assistant Tender	\$59.64	\$12.49	\$16.08	\$6.78	\$1.24	\$0.43	8.0	\$92.02	\$126.480	\$126.480	\$156.300
Diver (stand-by)	\$66.60	\$12.49	\$16.08	\$6.78	\$1.24	\$0.43	8.0	\$98.66	\$136.920	\$136.920	\$170.220

For "Pile Driver – Bridge Builder" – See Northern California Carpenter.

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.

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a 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.

^b Includes an amount per hour for work fees.

^c Includes Industry Promotion, Carpenters International Training Fund, Pile Drivers Employers Contract Administration, Contract Work Preservation, Millwright Pile Driver Fund and Vacation/Holiday/Sick Leave Admin (VHSLA).

^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 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.

^f Shall receive a minimum of 8 hours pay for any day or part thereof worked.

^g For specific rates over 50 ft depth, contact the Office of the Director – Research Unit.

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-23-31-15-2023-1

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

Wages and Employer Payments:

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension ^a	Vacation and Holiday ^b	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) ^c	Sunday/ Holiday Overtime Hourly Rate (2 X)
Master Installer (Area 1) ^d	\$41.44	\$11.34	\$8.24	\$4.70	\$0.41	\$0.45	8.0	\$66.58	\$87.300	\$87.300	\$108.02
Lead Installer (Area 1) ^d	\$37.22	\$11.34	\$8.24	\$4.70	\$0.41	\$0.45	8.0	\$62.36	\$80.970	\$80.970	\$99.58
Installer (Area 1) ^d	\$33.77	\$11.34	\$7.74	\$4.70	\$0.41	\$0.45	8.0	\$58.41	\$75.295	\$75.295	\$92.18
Master Installer (Area 2) ^d	\$37.72	\$11.34	\$8.24	\$4.70	\$0.41	\$0.45	8.0	\$62.86	\$81.720	\$81.720	\$100.58
Lead Installer (Area 2) ^d	\$34.09	\$11.34	\$8.24	\$4.70	\$0.41	\$0.45	8.0	\$59.23	\$76.275	\$76.275	\$93.32
Installer (Area 2) ^d	\$31.12	\$11.34	\$7.74	\$4.70	\$0.41	\$0.45	8.0	\$55.76	\$71.320	\$71.320	\$86.88
Master Installer (Area 3) ^d	\$36.39	\$11.34	\$8.24	\$4.70	\$0.41	\$0.45	8.0	\$61.53	\$79.725	\$79.725	\$97.92
Lead Installer (Area 3) ^d	\$32.97	\$11.34	\$8.24	\$4.70	\$0.41	\$0.45	8.0	\$58.11	\$74.595	\$74.595	\$91.08
Installer (Area 3) ^d	\$30.17	\$11.34	\$7.74	\$4.70	\$0.41	\$0.45	8.0	\$54.81	\$69.895	\$69.895	\$84.98

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.

Note:

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a Includes an amount for Annuity Trust Fund.

^b Includes an amount for Work Fee.

^c 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).

^d **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.

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) # a

Determination:

NC-23-63-1-2023-2A

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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.

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. (Portions of counties falling in each area detailed in the Operating Engineer (Heavy and Highway Work) determination)

Wages and total hourly rates (including employer payments) (Area 1):

Classification (Journey person) Classification Group ^b	Basic Hourly Rate	Hours ^c	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ x) ^d	Sunday/Holiday Overtime Hourly Rate (2 x)
Group 1	\$59.30	8	\$92.23	\$121.88	\$151.53
Group 2	\$57.85	8	\$90.78	\$119.71	\$148.63
Group 3	\$56.45	8	\$89.38	\$117.61	\$145.83
Group 4	\$55.12	8	\$88.05	\$115.61	\$143.17
Group 5	\$53.91	8	\$86.84	\$113.80	\$140.75
Group 6	\$52.64	8	\$85.57	\$111.89	\$138.21
Group 7	\$51.55	8	\$84.48	\$110.26	\$136.03
Group 8	\$50.47	8	\$83.40	\$108.64	\$133.87
Group 8-A	\$48.35	8	\$81.28	\$105.46	\$129.63
ALL CRANES & ATTACHMENTS:					
Group 1	\$60.90	8	\$93.83	\$124.28	\$154.73
Truck Crane Assistant to Engineer	\$54.24	8	\$87.17	\$114.29	\$141.41
Assistant to Engineer	\$52.07	8	\$85.00	\$111.04	\$137.07
Group 1-A	\$60.15	8	\$93.08	\$123.16	\$153.23
Truck Crane Assistant to Engineer	\$53.49	8	\$86.42	\$113.17	\$139.91
Assistant to Engineer	\$51.32	8	\$84.25	\$109.91	\$135.57
Group 2-A	\$58.46	8	\$91.39	\$120.62	\$149.85
Truck Crane Assistant to Engineer	\$53.25	8	\$86.18	\$112.81	\$139.43
Assistant to Engineer	\$51.10	8	\$84.03	\$109.58	\$135.13

Classification (Journey person) Classification Group ^b	Basic Hourly Rate	Hours ^c	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ x) ^d	Sunday/Holiday Overtime Hourly Rate (2 x)
Group 3-A	\$56.82	8	\$89.75	\$118.16	\$146.57
Truck Crane Assistant to Engineer	\$53.01	8	\$85.94	\$112.45	\$138.95
Hydraulic	\$52.64	8	\$85.57	\$111.89	\$138.21
Assistant to Engineer	\$50.85	8	\$83.78	\$109.21	\$134.63
Group 4-A	\$53.91	8	\$86.84	\$113.80	\$140.75

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 in the Operating Engineer (Heavy and Highway Work) determination)

Wages and total hourly rates (including employer payments) (Area 2):

Classification (Journey person) Classification Group ^b	Basic Hourly Rate	Hours ^c	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) ^d	Sunday/Holiday Overtime Hourly Rate (2 x)
Group 1	\$61.30	8	\$94.23	\$124.88	\$155.53
Group 2	\$59.85	8	\$92.78	\$122.71	\$152.63
Group 3	\$58.45	8	\$91.38	\$120.61	\$149.83
Group 4	\$57.12	8	\$90.05	\$118.61	\$147.17
Group 5	\$55.91	8	\$88.84	\$116.80	\$144.75
Group 6	\$54.64	8	\$87.57	\$114.89	\$142.21
Group 7	\$53.55	8	\$86.48	\$113.26	\$140.03
Group 8	\$52.47	8	\$85.40	\$111.64	\$137.87
Group 8-A	\$50.35	8	\$83.28	\$108.46	\$133.63
ALL CRANES & ATTACHMENTS:					
Group 1	\$62.90	8	\$95.83	\$127.28	\$158.73
Truck Crane Assistant to Engineer	\$56.24	8	\$89.17	\$117.29	\$145.41
Assistant to Engineer	\$54.07	8	\$87.00	\$114.04	\$141.07
Group 1-A	\$62.15	8	\$95.08	\$126.16	\$157.23
Truck Crane Assistant to Engineer	\$55.49	8	\$88.42	\$116.17	\$143.91
Assistant to Engineer	\$53.32	8	\$86.25	\$112.91	\$139.57
Group 2-A	\$60.46	8	\$93.39	\$123.62	\$153.85
Truck Crane Assistant to Engineer	\$55.25	8	\$88.18	\$115.81	\$143.43
Assistant to Engineer	\$53.10	8	\$86.03	\$112.58	\$139.13
Group 3-A	\$58.82	8	\$91.75	\$121.16	\$150.57
Truck Crane Assistant to Engineer	\$55.01	8	\$87.94	\$115.45	\$142.95
Hydraulic	\$54.64	8	\$87.57	\$114.89	\$142.21
Assistant to Engineer	\$52.85	8	\$85.78	\$112.21	\$138.63
Group 4-A	\$55.91	8	\$88.84	\$116.80	\$144.75

Employer Payments:

Type of Fund	Amount per Hour
Health and Welfare	\$13.38
Pension	\$10.78
Vacation and Holiday ^e	\$5.96
Training	\$1.21
Other	\$1.60

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) # a
 (SPECIAL SINGLE AND SECOND SHIFT)

Determination:

NC-23-63-1-2023-2A

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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.

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. (Portions of counties falling in each area detailed in the Operating Engineer (Heavy and Highway Work) determination)

Wages and total hourly rates (including employer payments) (Area 1):

Classification (Journey person) (Special Single and Second Shift) Classification Group ^b	Basic Hourly Rate	Hours	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) ^d	Sunday/Holiday Overtime Hourly Rate (2X)
Group 1	\$65.30	8	\$98.23	\$130.88	\$163.53
Group 2	\$63.85	8	\$96.78	\$128.71	\$160.63
Group 3	\$62.45	8	\$95.38	\$126.61	\$157.83
Group 4	\$61.12	8	\$94.05	\$124.61	\$155.17
Group 5	\$59.91	8	\$92.84	\$122.80	\$152.75
Group 6	\$58.64	8	\$91.57	\$120.89	\$150.21
Group 7	\$57.55	8	\$90.48	\$119.26	\$148.03
Group 8	\$56.47	8	\$89.40	\$117.64	\$145.87
Group 8-A	\$54.35	8	\$87.28	\$114.46	\$141.63
ALL CRANES & ATTACHMENTS:					
Group 1	\$66.90	8	\$99.83	\$133.28	\$166.73
Truck Crane Assistant to Engineer	\$60.24	8	\$93.17	\$123.29	\$153.41
Assistant to Engineer	\$58.07	8	\$91.00	\$120.04	\$149.07

Classification (Journey person) (Special Single and Second Shift) Classification Group ^b	Basic Hourly Rate	Hours	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) ^d	Sunday/Holiday Overtime Hourly Rate (2X)
Group 1-A	\$66.15	8	\$99.08	\$132.16	\$165.23
Truck Crane Assistant to Engineer	\$59.49	8	\$92.42	\$122.17	\$151.91
Assistant to Engineer	\$57.32	8	\$90.25	\$118.91	\$147.57
Group 2-A	\$64.46	8	\$97.39	\$129.62	\$161.85
Truck Crane Assistant to Engineer	\$59.25	8	\$92.18	\$121.81	\$151.43
Assistant to Engineer	\$57.10	8	\$90.03	\$118.58	\$147.13
Group 3-A	\$62.82	8	\$95.75	\$127.16	\$158.57
Truck Crane Assistant to Engineer	\$59.01	8	\$91.94	\$121.45	\$150.95
Hydraulic	\$58.64	8	\$91.57	\$120.89	\$150.21
Assistant to Engineer	\$56.85	8	\$89.78	\$118.21	\$146.63
Group 4-A	\$59.91	8	\$92.84	\$122.80	\$152.75

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 in the Operating Engineer (Heavy and Highway Work) determination)

Wages and total hourly rates (including employer payments) (Area 2):

Classification (Journey person) (Special Single and Second Shift) Classification Group ^b	Basic Hourly Rate	Hours	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) ^d	Sunday/Holiday Overtime Hourly Rate (2X)
Group 1	\$67.30	8	\$100.23	\$133.88	\$167.53
Group 2	\$65.85	8	\$98.78	\$131.71	\$164.63
Group 3	\$64.45	8	\$97.38	\$129.61	\$161.83
Group 4	\$63.12	8	\$96.05	\$127.61	\$159.17
Group 5	\$61.91	8	\$94.84	\$125.80	\$156.75
Group 6	\$60.64	8	\$93.57	\$123.89	\$154.21
Group 7	\$59.55	8	\$92.48	\$122.26	\$152.03
Group 8	\$58.47	8	\$91.40	\$120.64	\$149.87
Group 8-A	\$56.35	8	\$89.28	\$117.46	\$145.63
ALL CRANES & ATTACHMENTS:					
Group 1	\$68.90	8	\$101.83	\$136.28	\$170.73
Truck Crane Assistant to Engineer	\$62.24	8	\$95.17	\$126.29	\$157.41
Assistant to Engineer	\$60.07	8	\$93.00	\$123.04	\$153.07
Group 1-A	\$68.15	8	\$101.08	\$135.16	\$169.23
Truck Crane Assistant to Engineer	\$61.49	8	\$94.42	\$125.17	\$155.91
Assistant to Engineer	\$59.32	8	\$92.25	\$121.91	\$151.57
Group 2-A	\$66.46	8	\$99.39	\$132.62	\$165.85
Truck Crane Assistant to Engineer	\$61.25	8	\$94.18	\$124.81	\$155.43
Assistant to Engineer	\$59.10	8	\$92.03	\$121.58	\$151.13
Group 3-A	\$64.82	8	\$97.75	\$130.16	\$162.57
Truck Crane Assistant to Engineer	\$61.01	8	\$93.94	\$124.45	\$154.95
Hydraulic	\$60.64	8	\$93.57	\$123.89	\$154.21
Assistant to Engineer	\$58.85	8	\$91.78	\$121.21	\$150.63
Group 4-A	\$61.91	8	\$94.84	\$125.80	\$156.75

Employer Payments:

Type of Fund	Amount per Hour
Health and Welfare	\$13.38
Pension	\$10.78
Vacation and Holiday ^e	\$5.96
Training	\$1.21
Other	\$1.60

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a 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.

^b For classifications within each group, see Pages 5-7 of the OPERATING ENGINEER (HEAVY AND HIGHWAY WORK).

^c When three shifts are employed for five (5) or more consecutive days, seven and one-half (7½) 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.

^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.

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-23-63-1-2023-2B

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

Wages and total hourly rates (including employer payments):

Classification	Basic Hourly Rate	Hours ^a	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^b	Saturday Overtime Hourly Rate (1 ½ X) ^c	Sunday/ Holiday Overtime Hourly Rate (2 X)
Group A-1	\$62.69	8	\$95.62	\$126.97	\$126.97	\$158.31
Truck Crane Assistant to Engineer	\$55.71	8	\$88.64	\$116.50	\$116.50	\$144.35
Assistant to Engineer	\$53.43	8	\$86.36	\$113.08	\$113.08	\$139.79
Group 1	\$61.94	8	\$94.87	\$125.84	\$125.84	\$156.81
Truck Crane Assistant to Engineer	\$54.96	8	\$87.89	\$115.37	\$115.37	\$142.85
Assistant to Engineer	\$52.68	8	\$85.61	\$111.95	\$111.95	\$138.29
Group 2	\$60.12	8	\$93.05	\$123.11	\$123.11	\$153.17
Truck Crane Assistant to Engineer	\$54.71	8	\$87.64	\$115.00	\$115.00	\$142.35
Assistant to Engineer	\$52.41	8	\$85.34	\$111.55	\$111.55	\$137.75
Group 3	\$58.44	8	\$91.37	\$120.59	\$120.59	\$149.81
Truck Crane Assistant to Engineer	\$54.42	8	\$87.35	\$114.56	\$114.56	\$141.77
Assistant to Engineer	\$52.19	8	\$85.12	\$111.22	\$111.22	\$137.31
Group 4	\$56.67	8	\$89.60	\$117.94	\$117.94	\$146.27
Group 6	\$54.03	8	\$86.96	\$113.98	\$113.98	\$140.99
Group 8	\$51.80	8	\$84.73	\$110.63	\$110.63	\$136.53

Employer Payments:

Type of Fund	Amount per Hour
Health and Welfare	\$13.38
Pension	\$10.78
Vacation and Holiday ^d	\$5.96
Training	\$1.21
Other	\$1.60

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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: PILE DRIVER (OPERATING ENGINEER-HEAVY AND HIGHWAY WORK)#
(SPECIAL SINGLE AND SECOND SHIFT)**

Determination:

NC-23-63-1-2023-2B

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

Wages and total hourly rates (including employer payments):

Classification	Basic Hourly Rate	Hours ^a	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^b	Saturday Overtime Hourly Rate (1 ½ X) ^c	Sunday/Holiday Overtime Hourly Rate (2 X)
Group A-1	\$68.69	8	\$101.62	\$135.97	\$135.97	\$170.31
Truck Crane Assistant to Engineer	\$61.71	8	\$94.64	\$125.50	\$125.50	\$156.35
Assistant to Engineer	\$59.43	8	\$92.36	\$122.08	\$122.08	\$151.79
Group 1	\$67.94	8	\$100.87	\$134.84	\$134.84	\$168.81
Truck Crane Assistant to Engineer	\$60.96	8	\$93.89	\$124.37	\$124.37	\$154.85
Assistant to Engineer	\$58.68	8	\$91.61	\$120.95	\$120.95	\$150.29
Group 2	\$66.12	8	\$99.05	\$132.11	\$132.11	\$165.17
Truck Crane Assistant to Engineer	\$60.71	8	\$93.64	\$124.00	\$124.00	\$154.35
Assistant to Engineer	\$58.41	8	\$91.34	\$120.55	\$120.55	\$149.75
Group 3	\$64.44	8	\$97.37	\$129.59	\$129.59	\$161.81
Truck Crane Assistant to Engineer	\$60.42	8	\$93.35	\$123.56	\$123.56	\$153.77
Assistant to Engineer	\$58.19	8	\$91.12	\$120.22	\$120.22	\$149.31
Group 4	\$62.67	8	\$95.60	\$126.94	\$126.94	\$158.27
Group 6	\$60.03	8	\$92.96	\$122.98	\$122.98	\$152.99
Group 8	\$57.80	8	\$90.73	\$119.63	\$119.63	\$148.53

Employer Payments:

Type of Fund	Amount per Hour
Health and Welfare	\$13.38
Pension	\$10.78
Vacation and Holiday ^d	\$5.96
Training	\$1.21
Other	\$1.60

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Classifications**GROUP A-1**

Cranes over 250 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

- # Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).
- ^a 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.
- ^b Rate applies to the first 2 daily overtime hours only. All other time is paid at the double time rate.
- ^c 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.
- ^d Includes an amount withheld for supplemental dues.

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) # a

Determination:

NC-23-63-1-2023-2B1

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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 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.

Wages and total hourly rates (including employer payments):

Classification ^b	Basic Hourly Rate	Hours ^c	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) ^d	Sunday/Holiday Overtime Hourly Rate (2 X)
Group A-1	\$61.21	8	\$94.14	\$124.75	\$124.75	\$155.35
Truck Crane Assistant to Engineer	\$54.56	8	\$87.49	\$114.77	\$114.77	\$142.05
Assistant to Engineer	\$52.39	8	\$85.32	\$111.52	\$111.52	\$137.71
Group 1	\$60.46	8	\$93.39	\$123.62	\$123.62	\$153.85
Truck Crane Assistant to Engineer	\$53.81	8	\$86.74	\$113.65	\$113.65	\$140.55
Assistant to Engineer	\$51.64	8	\$84.57	\$110.39	\$110.39	\$136.21
Group 2	\$58.75	8	\$91.68	\$121.06	\$121.06	\$150.43
Truck Crane Assistant to Engineer	\$53.58	8	\$86.51	\$113.30	\$113.30	\$140.09
Assistant to Engineer	\$51.39	8	\$84.32	\$110.02	\$110.02	\$135.71
Group 3	\$57.14	8	\$90.07	\$118.64	\$118.64	\$147.21
Truck Crane Assistant to Engineer	\$53.31	8	\$86.24	\$112.90	\$112.90	\$139.55
Assistant to Engineer	\$51.16	8	\$84.09	\$109.67	\$109.67	\$135.25
Group 4	\$55.44	8	\$88.37	\$116.09	\$116.09	\$143.81
Group 6	\$52.94	8	\$85.87	\$112.34	\$112.34	\$138.81
Group 8	\$50.80	8	\$83.73	\$109.13	\$109.13	\$134.53

Employer Payments:

Type of Fund	Amount per Hour
Health and Welfare	\$13.38
Pension	\$10.78
Vacation and Holiday ^e	\$5.96
Training	\$1.21
Other	\$1.60

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) # a
(SPECIAL SINGLE AND SECOND SHIFT)**

Determination:

NC-23-63-1-2023-2B1

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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 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.

Wages and total hourly rates (including employer payments):

Classification ^b	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) ^d	Sunday/Holiday Overtime Hourly Rate (2 X)
Group A-1	\$67.21	8	\$100.14	\$133.75	\$133.75	\$167.35
Truck Crane Assistant to Engineer	\$60.56	8	\$93.49	\$123.77	\$123.77	\$154.05
Assistant to Engineer	\$58.39	8	\$91.32	\$120.52	\$120.52	\$149.71
Group 1	\$66.46	8	\$99.39	\$132.62	\$132.62	\$165.85
Truck Crane Assistant to Engineer	\$59.81	8	\$92.74	\$122.65	\$122.65	\$152.55
Assistant to Engineer	\$57.64	8	\$90.57	\$119.39	\$119.39	\$148.21
Group 2	\$64.75	8	\$97.68	\$130.06	\$130.06	\$162.43
Truck Crane Assistant to Engineer	\$59.58	8	\$92.51	\$122.30	\$122.30	\$152.09
Assistant to Engineer	\$57.39	8	\$90.32	\$119.02	\$119.02	\$147.71
Group 3	\$63.14	8	\$96.07	\$127.64	\$127.64	\$159.21
Truck Crane Assistant to Engineer	\$59.31	8	\$92.24	\$121.90	\$121.90	\$151.55
Assistant to Engineer	\$57.16	8	\$90.09	\$118.67	\$118.67	\$147.25
Group 4	\$61.44	8	\$94.37	\$125.09	\$125.09	\$155.81
Group 6	\$58.94	8	\$91.87	\$121.34	\$121.34	\$150.81
Group 8	\$56.80	8	\$89.73	\$118.13	\$118.13	\$146.53

Employer Payments:

Type of Fund	Amount per Hour
Health and Welfare	\$13.38
Pension	\$10.78
Vacation and Holiday ^e	\$5.96
Training	\$1.21
Other	\$1.60

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a 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.

^b For classifications within each group, see Pile Driver (Operating Engineer – Heavy and Highway Work).

^c 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.

^d 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.

^e Includes an amount withheld for supplemental dues.

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-23-63-1-2023-2C

Issue Date:
August 22, 2023

Expiration date of determination:
June 30, 2024** 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, 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.

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. (Portions of counties falling in each area detailed in the Operating Engineer (Heavy and Highway Work) determination)

Wages and Employer Payments (Area 1):

Classification (Journey person) Classification Group ^a	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours ^c	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate (1½ x) ^d	Sunday/ Holiday Overtime Hourly Rate (2 x)
Underground Rate Group 1-A	\$59.19	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$92.12	\$121.72	\$151.31
Underground Rate Group 1	\$56.72	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$89.65	\$118.01	\$146.37
Underground Rate Group 2	\$55.46	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$88.39	\$116.12	\$143.85
Underground Rate Group 3	\$54.13	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$87.06	\$114.13	\$141.19
Underground Rate Group 4	\$52.99	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$85.92	\$112.42	\$138.91
Underground Rate Group 5	\$51.85	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$84.78	\$110.71	\$136.63
Shafts Stopes & Raises Group 1-A	\$59.29	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$92.22	\$121.87	\$151.51

Classification (Journeyman) Classification Group ^a	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours ^c	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate (1½ x) ^d	Sunday/ Holiday Overtime Hourly Rate (2 x)
Shafts Stopes & Raises Group 1	\$56.82	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$89.75	\$118.16	\$146.57
Shafts Stopes & Raises Group 2	\$55.56	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$88.49	\$116.27	\$144.05
Shafts Stopes & Raises Group 3	\$54.23	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$87.16	\$114.28	\$141.39
Shafts Stopes & Raises Group 4	\$53.09	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$86.02	\$112.57	\$139.11
Shafts Stopes & Raises Group 5	\$51.95	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$84.88	\$110.86	\$136.83

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 in the Operating Engineer (Heavy and Highway Work) determination).

Wages and Employer Payments (Area 2):

Classification (Journeyman) Classification Group ^a	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours ^c	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate (1½ x) ^d	Sunday/ Holiday Overtime Hourly Rate (2 x)
Underground Rate Group 1-A	\$61.19	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.12	\$124.72	\$155.31
Underground Rate Group 1	\$58.72	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$91.65	\$121.01	\$150.37
Underground Rate Group 2	\$57.46	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$90.39	\$119.12	\$147.85
Underground Rate Group 3	\$56.13	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$89.06	\$117.13	\$145.19
Underground Rate Group 4	\$54.99	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$87.92	\$115.42	\$142.91
Underground Rate Group 5	\$53.85	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$86.78	\$113.71	\$140.63
Shafts Stopes & Raises Group 1-A	\$61.29	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.22	\$124.87	\$155.51
Shafts Stopes & Raises Group 1	\$58.82	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$91.75	\$121.16	\$150.57
Shafts Stopes & Raises Group 2	\$57.56	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$90.49	\$119.27	\$148.05
Shafts Stopes & Raises Group 3	\$56.23	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$89.16	\$117.28	\$145.39
Shafts Stopes & Raises Group 4	\$55.09	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$88.02	\$115.57	\$143.11
Shafts Stopes & Raises Group 5	\$53.95	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$86.88	\$113.86	\$140.83

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 (Gunitite)

Compressor Operator

Assistant to Engineer

Pump Operator

Slusher Operator

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-23-63-1-2023-2C

Issue Date:
August 22, 2023

Expiration date of determination:
June 30, 2024** 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, 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.

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. (Portions of counties falling in each area detailed in the Operating Engineer (Heavy and Highway Work) determination)

Wages and Employer Payments (Area 1):

Classification (Journey person) (Special Single and Second Shift) Classification Group ^a	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate (1½ x) ^d	Sunday/ Holiday Overtime Hourly Rate (2 x)
Underground Rate Group 1-A	\$65.19	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$98.12	\$130.72	\$163.31
Underground Rate Group 1	\$62.72	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$95.65	\$127.01	\$158.37
Underground Rate Group 2	\$61.46	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.39	\$125.12	\$155.85
Underground Rate Group 3	\$60.13	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$93.06	\$123.13	\$153.19
Underground Rate Group 4	\$58.99	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$91.92	\$121.42	\$150.91
Underground Rate Group 5	\$57.85	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$90.78	\$119.71	\$148.63

Classification (Journeyman) (Special Single and Second Shift) Classification Group ^a	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate (1½ x) ^d	Sunday/ Holiday Overtime Hourly Rate (2 x)
Shafts Stopes & Raises Group 1-A	\$65.29	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$98.22	\$130.87	\$163.51
Shafts Stopes & Raises Group 1	\$62.82	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$95.75	\$127.16	\$158.57
Shafts Stopes & Raises Group 2	\$61.56	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.49	\$125.27	\$156.05
Shafts Stopes & Raises Group 3	\$60.23	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$93.16	\$123.28	\$153.39
Shafts Stopes & Raises Group 4	\$59.09	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$92.02	\$121.57	\$151.11
Shafts Stopes & Raises Group 5	\$57.95	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$90.88	\$119.86	\$148.83

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 in the Operating Engineer (Heavy and Highway Work) determination)

Wages and Employer Payments (Area 2):

Classification (Journeyman) (Special Single and Second Shift) Classification Group ^a	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate (1½ x) ^d	Sunday/ Holiday Overtime Hourly Rate (2 x)
Underground Rate Group 1-A	\$67.19	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$100.12	\$133.72	\$167.31
Underground Rate Group 1	\$64.72	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$97.65	\$130.01	\$162.37
Underground Rate Group 2	\$63.46	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$96.39	\$128.12	\$159.85
Underground Rate Group 3	\$62.13	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$95.06	\$126.13	\$157.19
Underground Rate Group 4	\$60.99	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$93.92	\$124.42	\$154.91
Underground Rate Group 5	\$59.85	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$92.78	\$122.71	\$152.63
Shafts Stopes & Raises Group 1-A	\$67.29	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$100.22	\$133.87	\$167.51
Shafts Stopes & Raises Group 1	\$64.82	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$97.75	\$130.16	\$162.57
Shafts Stopes & Raises Group 2	\$63.56	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$96.49	\$128.27	\$160.05
Shafts Stopes & Raises Group 3	\$62.23	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$95.16	\$126.28	\$157.39
Shafts Stopes & Raises Group 4	\$61.09	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.02	\$124.57	\$155.11
Shafts Stopes & Raises Group 5	\$59.95	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$92.88	\$122.86	\$152.83

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a For classifications within each group, see page 3.

^b Includes an amount for supplemental dues.

^c When three shifts are employed for five (5) or more consecutive days, seven and one-half (7½) 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.

^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.

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)#^a

Determination:

NC-23-63-1-2023-2D

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

Wages and Employer Payments:

Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours ^c	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^d	Saturday Overtime Hourly Rate (1 ½ X) ^{ed}	Sunday/Holiday Overtime Hourly Rate (2 X)
Group A-1	\$63.32	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$96.25	\$127.91	\$127.91	\$159.57
Truck Crane Assistant to Engineer	\$56.00	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$88.93	\$116.93	\$116.93	\$144.93
Assistant to Engineer	\$53.77	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$86.70	\$113.59	\$113.59	\$140.47
Group 1	\$62.57	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$95.50	\$126.79	\$126.79	\$158.07
Truck Crane Assistant to Engineer	\$55.25	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$88.18	\$115.81	\$115.81	\$143.43
Assistant to Engineer	\$53.02	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$85.95	\$112.46	\$112.46	\$138.97
Group 2	\$60.80	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$93.73	\$124.13	\$124.13	\$154.53
Truck Crane Assistant to Engineer	\$55.03	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$87.96	\$115.48	\$115.48	\$142.99
Assistant to Engineer	\$52.75	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$85.68	\$112.06	\$112.06	\$138.43

Classification	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours ^c	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^d	Saturday Overtime Hourly Rate (1 ½ X) ^{ed}	Sunday/Holiday Overtime Hourly Rate (2 X)
Group 3	\$59.32	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$92.25	\$121.91	\$121.91	\$151.57
Truck Crane Assistant to Engineer	\$54.76	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$87.69	\$115.07	\$115.07	\$142.45
Hydraulic	\$54.37	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$87.30	\$114.49	\$114.49	\$141.67
Assistant to Engineer	\$52.53	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$85.46	\$111.73	\$111.73	\$137.99
Group 4	\$57.30	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$90.23	\$118.88	\$118.88	\$147.53
Group 5	\$56.00	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$88.93	\$116.93	\$116.93	\$144.93

CLASSIFICATIONS

GROUP A-1

Cranes over 250 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

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)^{#a}
(SPECIAL SINGLE AND SECOND SHIFT)**

Determination:

NC-23-63-1-2023-2D

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

Wages and Employer Payments:

Classification (Special Single and Second Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^d	Saturday Overtime Hourly Rate (1 ½ X) ^{de}	Sunday/ Holiday Overtime Hourly Rate (2 X)
Group A-1	\$69.32	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$102.25	\$136.91	\$136.91	\$171.57
Truck Crane Assistant to Engineer	\$62.00	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.93	\$125.93	\$125.93	\$156.93
Assistant to Engineer	\$59.77	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$92.70	\$122.59	\$122.59	\$152.47
Group 1	\$68.57	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$101.50	\$135.79	\$135.79	\$170.07
Truck Crane Assistant to Engineer	\$61.25	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.18	\$124.81	\$124.81	\$155.43
Assistant to Engineer	\$59.02	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$91.95	\$121.46	\$121.46	\$150.97
Group 2	\$66.80	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$99.73	\$133.13	\$133.13	\$166.53
Truck Crane Assistant to Engineer	\$61.03	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$93.96	\$124.48	\$124.48	\$154.99

Classification (Special Single and Second Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^d	Saturday Overtime Hourly Rate (1 ½ X) ^{de}	Sunday/ Holiday Overtime Hourly Rate (2 X)
Assistant to Engineer	\$58.75	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$91.68	\$121.06	\$121.06	\$150.43
Group 3	\$65.32	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$98.25	\$130.91	\$130.91	\$163.57
Truck Crane Assistant to Engineer	\$60.76	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$93.69	\$124.07	\$124.07	\$154.45
Hydraulic	\$60.37	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$93.30	\$123.49	\$123.49	\$153.67
Assistant to Engineer	\$58.53	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$91.46	\$120.73	\$120.73	\$149.99
Group 4	\$63.30	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$96.23	\$127.88	\$127.88	\$159.53
Group 5	\$62.00	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.93	\$125.93	\$125.93	\$156.93

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a For Building Construction, see Steel Erector and Fabricator (Operating Engineer-Building Construction) determination.

^b Includes an amount for supplemental dues.

^c 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.

^d Rate applies to the first 2 daily overtime hours only. All other time is paid at the double time rate.

^e 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.

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)#a

Determination:

NC-23-63-1-2023-2D1

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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 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.

Wages and Employer Payments:

Classification ^b	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other	Hours ^d	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) ^e	Sunday/Holiday Overtime Hourly Rate (2 X)
Group A-1	\$61.84	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.77	\$125.69	\$125.69	\$156.61
Truck Crane Assistant to Engineer	\$54.85	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$87.78	\$115.21	\$115.21	\$142.63
Assistant to Engineer	\$52.71	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$85.64	\$112.00	\$112.00	\$138.35
Group 1	\$61.09	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.02	\$124.57	\$124.57	\$155.11
Truck Crane Assistant to Engineer	\$54.10	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$87.03	\$114.08	\$114.08	\$141.13
Assistant to Engineer	\$51.96	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$84.89	\$110.87	\$110.87	\$136.85
Group 2	\$59.38	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$92.31	\$122.00	\$122.00	\$151.69
Truck Crane Assistant to Engineer	\$53.88	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$86.81	\$113.75	\$113.75	\$140.69
Assistant to Engineer	\$51.71	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$84.64	\$110.50	\$110.50	\$136.35
Group 3	\$57.99	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$90.92	\$119.92	\$119.92	\$148.91

Classification ^b	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other	Hours ^d	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) ^e	Sunday/Holiday Overtime Hourly Rate (2 X)
Truck Crane Assistant to Engineer	\$53.63	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$86.56	\$113.38	\$113.38	\$140.19
Hydraulic	\$53.25	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$86.18	\$112.81	\$112.81	\$139.43
Assistant to Engineer	\$51.48	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$84.41	\$110.15	\$110.15	\$135.89
Group 4	\$56.06	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$88.99	\$117.02	\$117.02	\$145.05
Group 5	\$54.81	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$87.74	\$115.15	\$115.15	\$142.55

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)#a
(SPECIAL SINGLE AND SECOND SHIFT)**

Determination:

NC-23-63-1-2023-2D1

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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 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.

Wages and Employer Payments:

Classification ^b (Special Single and Second Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) ^e	Sunday/ Holiday Overtime Hourly Rate (2 X)
Group A-1	\$67.84	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$100.77	\$134.69	\$134.69	\$168.61
Truck Crane Assistant to Engineer	\$60.85	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$93.78	\$124.21	\$124.21	\$154.63
Assistant to Engineer	\$58.71	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$91.64	\$121.00	\$121.00	\$150.35
Group 1	\$67.09	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$100.02	\$133.57	\$133.57	\$167.11
Truck Crane Assistant to Engineer	\$60.10	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$93.03	\$123.08	\$123.08	\$153.13
Assistant to Engineer	\$57.96	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$90.89	\$119.87	\$119.87	\$148.85
Group 2	\$65.38	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$98.31	\$131.00	\$131.00	\$163.69

Classification ^b (Special Single and Second Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) ^e	Sunday/ Holiday Overtime Hourly Rate (2 X)
Truck Crane Assistant to Engineer	\$59.88	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$92.81	\$122.75	\$122.75	\$152.69
Assistant to Engineer	\$57.71	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$90.64	\$119.50	\$119.50	\$148.35
Group 3	\$63.99	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$96.92	\$128.92	\$128.92	\$160.91
Truck Crane Assistant to Engineer	\$59.63	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$92.56	\$122.38	\$122.38	\$152.19
Hydraulic	\$59.25	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$92.18	\$121.81	\$121.81	\$151.43
Assistant to Engineer	\$57.48	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$90.41	\$119.15	\$119.15	\$147.89
Group 4	\$62.06	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.99	\$126.02	\$126.02	\$157.05
Group 5	\$60.81	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$93.74	\$124.15	\$124.15	\$154.55

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a 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.

^b For classifications within each group, see Steel Erector and Fabricator (Operating Engineer-Heavy And Highway Work) Determination.

^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 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.

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-23-63-1-2023-2

Issue Date:
August 22, 2023

Expiration date of determination:
June 30, 2024** 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.

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. (Portions of counties falling in each area detailed below)

Wages and total hourly rates (including employer payments) (Area 1):

Classification (Journeyman) Classification Group ^a	Basic Hourly Rate	Hours ^b	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) ^c	Sunday/Holiday Overtime Hourly Rate (2X)
Group 1	\$60.72	8	\$93.65	\$124.01	\$154.37
Group 2	\$59.19	8	\$92.12	\$121.72	\$151.31
Group 3	\$57.71	8	\$90.64	\$119.50	\$148.35
Group 4	\$56.33	8	\$89.26	\$117.43	\$145.59
Group 5	\$55.06	8	\$87.99	\$115.52	\$143.05
Group 6	\$53.74	8	\$86.67	\$113.54	\$140.41
Group 7	\$52.60	8	\$85.53	\$111.83	\$138.13
Group 8	\$51.46	8	\$84.39	\$110.12	\$135.85
Group 8-A	\$49.25	8	\$82.18	\$106.81	\$131.43
ALL CRANES & ATTACHMENTS:					
Group 1	\$62.35	8	\$95.28	\$126.46	\$157.63
Truck Crane Assistant to Engineer	\$55.38	8	\$88.31	\$116.00	\$143.69
Assistant to Engineer	\$53.09	8	\$86.02	\$112.57	\$139.11
Group 1-A	\$61.60	8	\$94.53	\$125.33	\$156.13
Truck Crane Assistant to Engineer	\$54.63	8	\$87.56	\$114.88	\$142.19
Assistant to Engineer	\$52.34	8	\$85.27	\$111.44	\$137.61
Group 2-A	\$59.84	8	\$92.77	\$122.69	\$152.61
Truck Crane Assistant to Engineer	\$54.37	8	\$87.30	\$114.49	\$141.67

Classification (Journeyman) Classification Group ^a	Basic Hourly Rate	Hours ^b	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) ^c	Sunday/Holiday Overtime Hourly Rate (2X)
Assistant to Engineer	\$52.13	8	\$85.06	\$111.13	\$137.19
Group 3-A	\$58.10	8	\$91.03	\$120.08	\$149.13
Truck Crane Assistant to Engineer	\$54.13	8	\$87.06	\$114.13	\$141.19
Hydraulic	\$53.74	8	\$86.67	\$113.54	\$140.41
Assistant to Engineer	\$51.85	8	\$84.78	\$110.71	\$136.63
Group 4-A	\$55.06	8	\$87.99	\$115.52	\$143.05

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 below)

Wages and total hourly rates (including employer payments) (Area 2):

Classification (Journeyman) Classification Group ^a	Basic Hourly Rate	Hours ^b	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) ^c	Sunday/Holiday Overtime Hourly Rate (2X)
Group 1	\$62.72	8	\$95.65	\$127.01	\$158.37
Group 2	\$61.19	8	\$94.12	\$124.72	\$155.31
Group 3	\$59.71	8	\$92.64	\$122.50	\$152.35
Group 4	\$58.33	8	\$91.26	\$120.43	\$149.59
Group 5	\$57.06	8	\$89.99	\$118.52	\$147.05
Group 6	\$55.74	8	\$88.67	\$116.54	\$144.41
Group 7	\$54.60	8	\$87.53	\$114.83	\$142.13
Group 8	\$53.46	8	\$86.39	\$113.12	\$139.85
Group 8-A	\$51.25	8	\$84.18	\$109.81	\$135.43
ALL CRANES & ATTACHMENTS:					
Group 1	\$64.35	8	\$97.28	\$129.46	\$161.63
Truck Crane Assistant to Engineer	\$57.38	8	\$90.31	\$119.00	\$147.69
Assistant to Engineer	\$55.09	8	\$88.02	\$115.57	\$143.11
Group 1-A	\$63.60	8	\$96.53	\$128.33	\$160.13
Truck Crane Assistant to Engineer	\$56.63	8	\$89.56	\$117.88	\$146.19
Assistant to Engineer	\$54.34	8	\$87.27	\$114.44	\$141.61
Group 2-A	\$61.84	8	\$94.77	\$125.69	\$156.61
Truck Crane Assistant to Engineer	\$56.37	8	\$89.30	\$117.49	\$145.67
Assistant to Engineer	\$54.13	8	\$87.06	\$114.13	\$141.19
Group 3-A	\$60.10	8	\$93.03	\$123.08	\$153.13
Truck Crane Assistant to Engineer	\$56.13	8	\$89.06	\$117.13	\$145.19
Hydraulic	\$55.74	8	\$88.67	\$116.54	\$144.41
Assistant to Engineer	\$53.85	8	\$86.78	\$113.71	\$140.63
Group 4-A	\$57.06	8	\$89.99	\$118.52	\$147.05

Employer Payments:

Type of Fund	Amount per Hour
Health and Welfare	\$13.38
Pension	\$10.78
Vacation and Holiday ^d	\$5.96
Training	\$1.21
Other	\$1.60

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-23-63-1-2023-2

Issue Date:
 August 22, 2023

Expiration date of determination:
 June 30, 2024** 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.

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. (Portions of counties falling in each area detailed below)

Wages and total hourly rates (including employer payments) (Area 1):

Classification (Journey person) (Special Single and Second Shift) Classification Group ^a	Basic Hourly Rate	Hours	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1 ½ X) ^c	Sunday/Holiday Overtime Hourly Rate (2X)
Group 1	\$66.72	8	\$99.65	\$133.01	\$166.37
Group 2	\$65.19	8	\$98.12	\$130.72	\$163.31
Group 3	\$63.71	8	\$96.64	\$128.50	\$160.35
Group 4	\$62.33	8	\$95.26	\$126.43	\$157.59
Group 5	\$61.06	8	\$93.99	\$124.52	\$155.05
Group 6	\$59.74	8	\$92.67	\$122.54	\$152.41
Group 7	\$58.60	8	\$91.53	\$120.83	\$150.13
Group 8	\$57.46	8	\$90.39	\$119.12	\$147.85
Group 8-A	\$55.25	8	\$88.18	\$115.81	\$143.43
ALL CRANES & ATTACHMENTS:					
Group 1	\$68.35	8	\$101.28	\$135.46	\$169.63
Truck Crane Assistant to Engineer	\$61.38	8	\$94.31	\$125.00	\$155.69
Assistant to Engineer	\$59.09	8	\$92.02	\$121.57	\$151.11
Group 1-A	\$67.60	8	\$100.53	\$134.33	\$168.13

Classification (Journeyman) (Special Single and Second Shift) Classification Group ^a	Basic Hourly Rate	Hours	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1 ½ X) ^c	Sunday/Holiday Overtime Hourly Rate (2X)
Truck Crane Assistant to Engineer	\$60.63	8	\$93.56	\$123.88	\$154.19
Assistant to Engineer	\$58.34	8	\$91.27	\$120.44	\$149.61
Group 2-A	\$65.84	8	\$98.77	\$131.69	\$164.61
Truck Crane Assistant to Engineer	\$60.37	8	\$93.30	\$123.49	\$153.67
Assistant to Engineer	\$58.13	8	\$91.06	\$120.13	\$149.19
Group 3-A	\$64.10	8	\$97.03	\$129.08	\$161.13
Truck Crane Assistant to Engineer	\$60.13	8	\$93.06	\$123.13	\$153.19
Hydraulic	\$59.74	8	\$92.67	\$122.54	\$152.41
Assistant to Engineer	\$57.85	8	\$90.78	\$119.71	\$148.63
Group 4-A	\$61.06	8	\$93.99	\$124.52	\$155.05

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 below)

Wages and total hourly rates (including employer payments) (Area 2):

Classification (Journeyman) (Special Single and Second Shift) Classification Group ^a	Basic Hourly Rate	Hours	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) ^c	Sunday/Holiday Overtime Hourly Rate (2X)
Group 1	\$68.72	8	\$101.65	\$136.01	\$170.37
Group 2	\$67.19	8	\$100.12	\$133.72	\$167.31
Group 3	\$65.71	8	\$98.64	\$131.50	\$164.35
Group 4	\$64.33	8	\$97.26	\$129.43	\$161.59
Group 5	\$63.06	8	\$95.99	\$127.52	\$159.05
Group 6	\$61.74	8	\$94.67	\$125.54	\$156.41
Group 7	\$60.60	8	\$93.53	\$123.83	\$154.13
Group 8	\$59.46	8	\$92.39	\$122.12	\$151.85
Group 8-A	\$57.25	8	\$90.18	\$118.81	\$147.43
ALL CRANES & ATTACHMENTS:					
Group 1	\$70.35	8	\$103.28	\$138.46	\$173.63
Truck Crane Assistant to Engineer	\$63.38	8	\$96.31	\$128.00	\$159.69
Assistant to Engineer	\$61.09	8	\$94.02	\$124.57	\$155.11
Group 1-A	\$69.60	8	\$102.53	\$137.33	\$172.13
Truck Crane Assistant to Engineer	\$62.63	8	\$95.56	\$126.88	\$158.19
Assistant to Engineer	\$60.34	8	\$93.27	\$123.44	\$153.61
Group 2-A	\$67.84	8	\$100.77	\$134.69	\$168.61
Truck Crane Assistant to Engineer	\$62.37	8	\$95.30	\$126.49	\$157.67
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Assistant to Engineer	\$59.85	8	\$92.78	\$122.71	\$152.63
Group 4-A	\$63.06	8	\$95.99	\$127.52	\$159.05

Employer Payments:

Type of Fund	Amount per Hour
Health and Welfare	\$13.38
Pension	\$10.78
Vacation and Holiday ^d	\$5.96
Training	\$1.21
Other	\$1.60

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 3/4 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 3/4 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
90 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
Gunitite/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 250 tons
 Derrick over 250 tons
 Self Propelled Boom Type Lifting Device over 250 tons

GROUP 1-A

DESCRIPTIONS 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,

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

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 of 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 32N, 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.

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a For classifications within each group, see Pages 5 – 7.

^b When three shifts are employed for five (5) or more consecutive days, seven and one-half (7½) 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.

^c 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.

^d Includes an amount for supplemental dues.

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-2023-1

Issue Date:

August 22, 2023

Expiration date of determination:

September 30, 2023* 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 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.

Wages and Employer Payments:

Classification (Journey person)	Basic Hourly Rate ^a	Health and Welfare	Pension	Vacation and Holiday	Training	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) ^b	Holiday Overtime Hourly Rate (2 X)
Mixer Operator	\$42.07	\$10.10	\$11.65	\$3.25	\$0.10	8.0	\$67.17	\$88.21	\$88.21	\$109.24
Shuttle/Line Driver	\$36.07	\$10.10	\$11.65	\$3.25	\$0.10	8.0	\$61.17	\$79.21	\$79.21	\$97.24
Squeegee/Sealer	\$34.57	\$10.10	\$11.65	\$3.25	\$0.10	8.0	\$59.67	\$76.96	\$76.96	\$94.24
Utility-Maintenance Man	\$33.57	\$10.10	\$11.65	\$3.25	\$0.10	8.0	\$58.67	\$75.46	\$75.46	\$92.24

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

^a 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.

^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.

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-23-102-1-2023-2

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

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.

WAGE RATES AND TOTAL HOURLY RATES (AREA 1):

Classification ^a (Journeyman)	Basic Hourly Rate ^b	Hours ^c	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate ^d	Sunday/ Holiday Overtime Hourly Rate
Construction Specialist	\$37.20	8	\$65.76	\$84.36	\$102.96
Group 1; Group 1(B) ^e	\$36.50	8	\$65.06	\$83.31	\$101.56
Group 1 (A)	\$36.72	8	\$65.28	\$83.64	\$102.00
Group 1 (C)	\$36.55	8	\$65.11	\$83.39	\$101.66
Group 1 (E)	\$37.05	8	\$65.61	\$84.14	\$102.66
Group 1 (G)	\$36.70	8	\$65.26	\$83.61	\$101.96
Group 2	\$36.35	8	\$64.91	\$83.09	\$101.26
Group 3; Group 3 (A)	\$36.25	8	\$64.81	\$82.94	\$101.06
Group 4; Group 6 (B)	\$29.94	8	\$58.50	\$73.47	\$88.44
Group 6	\$37.46	8	\$66.02	\$84.75	\$103.48
Group 6 (A)	\$36.96	8	\$65.52	\$84.00	\$102.48
Group 6 (C)	\$36.37	8	\$64.93	\$83.12	\$101.30
Group 6 (D)	\$37.08	8	\$65.64	\$84.18	\$102.72
Group 6 (E)	\$36.10	8	\$64.66	\$82.71	\$100.76
Group 7 – Stage 1 (1 st 6 months)	\$25.38	8	\$53.94	\$66.63	\$79.32
Group 7 – Stage 2 (2 nd 6 months)	\$29.00	8	\$57.56	\$72.06	\$86.56
Group 7 – Stage 3 (3 rd 6 months)	\$32.63	8	\$61.19	\$77.51	\$93.82

WAGE RATES AND TOTAL HOURLY RATES (AREA 2):

Classification ^a (Journeyman)	Basic Hourly Rate ^b	Hours ^c	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate ^d	Sunday/ Holiday Overtime Hourly Rate
Construction Specialist	\$36.20	8	\$64.76	\$82.86	\$100.96
Group 1; Group 1(B) ^e	\$35.50	8	\$64.06	\$81.81	\$99.56
Group 1 (A)	\$35.72	8	\$64.28	\$82.14	\$100.00
Group 1 (C)	\$35.55	8	\$64.11	\$81.89	\$99.66
Group 1 (E)	\$36.05	8	\$64.61	\$82.64	\$100.66
Group 2	\$35.35	8	\$63.91	\$81.59	\$99.26
Group 3; Group 3 (A)	\$35.25	8	\$63.81	\$81.44	\$99.06
Group 4; Group 6 (B)	\$28.94	8	\$57.50	\$71.97	\$86.44
Group 6	\$36.46	8	\$65.02	\$83.25	\$101.48
Group 6 (A)	\$35.96	8	\$64.52	\$82.50	\$100.48
Group 6 (C)	\$35.37	8	\$63.93	\$81.62	\$99.30
Group 6 (D)	\$36.08	8	\$64.64	\$82.68	\$100.72
Group 6 (E)	\$35.10	8	\$63.66	\$81.21	\$98.76
Group 7 – Stage 1 (1 st 6 months)	\$24.68	8	\$53.24	\$65.58	\$77.92
Group 7 – Stage 2 (2 nd 6 months)	\$28.20	8	\$56.76	\$70.86	\$84.96
Group 7 – Stage 3 (3 rd 6 months)	\$31.73	8	\$60.29	\$76.16	\$92.02

EMPLOYER PAYMENTS:

Type of Fund	Amount per Hour Worked
Health & Welfare	\$10.10
Pension	\$14.36
Vacation and Holiday	\$3.25
Training	\$0.50
Other	\$0.35

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-23-102-1-2023-2A

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

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.

WAGE RATES AND TOTAL HOURLY RATES (AREA 1):

Classification ^a (Journeyperson)	Basic Hourly Rate ^b	Hours	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate ^d	Sunday/ Holiday Overtime Hourly Rate
Construction Specialist	\$40.20	8	\$68.76	\$88.86	\$108.96
Group 1; Group 1(B) ^e	\$39.50	8	\$68.06	\$87.81	\$107.56
Group 1 (A)	\$39.72	8	\$68.28	\$88.14	\$108.00
Group 1 (C)	\$39.55	8	\$68.11	\$87.89	\$107.66
Group 1 (E)	\$40.05	8	\$68.61	\$88.64	\$108.66
Group 1 (G)	\$39.70	8	\$68.26	\$88.11	\$107.96
Group 2	\$39.35	8	\$67.91	\$87.59	\$107.26
Group 3; Group 3 (A)	\$39.25	8	\$67.81	\$87.44	\$107.06
Group 4; Group 6 (B)	\$32.94	8	\$61.50	\$77.97	\$94.44
Group 6	\$40.46	8	\$69.02	\$89.25	\$109.48
Group 6 (A)	\$39.96	8	\$68.52	\$88.50	\$108.48
Group 6 (C)	\$39.37	8	\$67.93	\$87.62	\$107.30
Group 6 (D)	\$40.08	8	\$68.64	\$88.68	\$108.72
Group 6 (E)	\$39.10	8	\$67.66	\$87.21	\$106.76
Group 7 – Stage 1 (1 st 6 months)	\$28.38	8	\$56.94	\$71.13	\$85.32
Group 7 – Stage 2 (2 nd 6 months)	\$32.00	8	\$60.56	\$76.56	\$92.56
Group 7 – Stage 3 (3 rd 6 months)	\$35.63	8	\$64.19	\$82.01	\$99.82

WAGE RATES AND TOTAL HOURLY RATES (AREA 2):

Classification ^a (Journeyman) Group	Basic Hourly Rate ^b	Hours	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate ^d	Sunday/ Holiday Overtime Hourly Rate
Construction Specialist	\$39.20	8	\$67.76	\$87.36	\$106.96
Group 1; Group 1(B) ^e	\$38.50	8	\$67.06	\$86.31	\$105.56
Group 1 (A)	\$38.72	8	\$67.28	\$86.64	\$106.00
Group 1 (C)	\$38.55	8	\$67.11	\$86.39	\$105.66
Group 1 (E)	\$39.05	8	\$67.61	\$87.14	\$106.66
Group 2	\$38.35	8	\$66.91	\$86.09	\$105.26
Group 3; Group 3 (A)	\$38.25	8	\$66.81	\$85.94	\$105.06
Group 4; Group 6 (B)	\$31.94	8	\$60.50	\$76.47	\$92.44
Group 6	\$39.46	8	\$68.02	\$87.75	\$107.48
Group 6 (A)	\$38.96	8	\$67.52	\$87.00	\$106.48
Group 6 (C)	\$38.37	8	\$66.93	\$86.12	\$105.30
Group 6 (D)	\$39.08	8	\$67.64	\$87.18	\$106.72
Group 6 (E)	\$38.10	8	\$66.66	\$85.71	\$104.76
Group 7 – Stage 1 (1 st 6 months)	\$27.68	8	\$56.24	\$70.08	\$83.92
Group 7 – Stage 2 (2 nd 6 months)	\$31.20	8	\$59.76	\$75.36	\$90.96
Group 7 – Stage 3 (3 rd 6 months)	\$34.73	8	\$63.29	\$80.66	\$98.02

EMPLOYER PAYMENTS:

Type of Fund	Amount per Hour Worked
Health & Welfare	\$10.10
Pension	\$14.36
Vacation and Holiday	\$3.25
Training	\$0.50
Other	\$0.35

CLASSIFICATIONS

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
BIOHAZARD CLEANUP WORKER
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 8

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 8

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 IN THE
NORTHERN CALIFORNIA LANDSCAPE
MAINTENANCE LABORER DETERMINATION.

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

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<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 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.
- c 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.
- d RATE APPLIES TO THE FIRST 4 DAILY OVERTIME HOURS WORKED ON MONDAY THROUGH FRIDAY AND THE FIRST 12 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 DOWN DURING THE NORMAL WORK WEEK DUE TO INCLEMENT WEATHER, MAJOR MECHANICAL BREAKDOWN OR LACK OF MATERIALS BEYOND THE CONTROL OF THE EMPLOYER.
- e GROUP 1(B) RECEIVES AN ADDITIONAL AMOUNT EACH DAY. SEE PAGE 6 FOR DETAILS

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-23-102-11-2023-2

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

Wages and Total Hourly Rates (including employer payments):

Classification (Journeyman)	Basic Hourly Rate	Hours ^a	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) ^b	Sunday/ Holiday Overtime Hourly Rate
<i>Diamond driller, groundman, gunite or shotcrete nozzleman</i>	\$45.89	8.0	\$74.91	\$97.855	\$97.855	\$120.80
<i>Rodman, shaft work and raise (below actual or excavated ground level)</i>	\$45.66	8.0	\$74.68	\$97.51	\$97.51	\$120.34
<i>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)</i>	\$45.41	8.0	\$74.43	\$97.135	\$97.135	\$119.84

Classification (Journeyman)	Basic Hourly Rate	Hours^a	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)^b	Sunday/ Holiday Overtime Hourly Rate
<i>Steel form raiser and setter, timberman, retimberman (wood or steel or substitute materials), tugger, cabletender, certified welder, chucktender, powderman-primer house</i>	\$45.41	8.0	\$74.43	\$97.135	\$97.135	\$119.84
<i>Vibratorman, pavement breaker, bull gang-mucker, trackman, concrete crew including rodding and spreading</i>	\$44.96	8.0	\$73.98	\$96.46	\$96.46	\$118.94
<i>Dumpman (any method), grout crew, reboundman, swamper/brakeman, watchman</i>	\$44.42	8.0	\$73.44	\$95.65	\$95.65	\$117.86

Wages and Total Hourly Rates (including employer payments) – Special Single and Second Shift:

Classification (Journeyman)	Basic Hourly Rate	Hours^a	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X)^b	Sunday/ Holiday Overtime Hourly Rate
<i>Diamond driller, groundman, gunite or shotcrete nozzleman</i>	\$48.89	8.0	\$77.91	\$102.355	\$102.355	\$126.80
<i>Rodman, shaft work and raise (below actual or excavated ground level)</i>	\$48.66	8.0	\$77.68	\$102.01	\$102.01	\$126.34
<i>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)</i>	\$48.41	8.0	\$77.43	\$101.635	\$101.635	\$125.84
<i>Steel form raiser and setter, timberman, retimberman (wood or steel or substitute materials), tugger, cabletender, certified welder, chucktender, powderman-primer house</i>	\$48.41	8.0	\$77.43	\$101.635	\$101.635	\$125.84
<i>Vibratorman, pavement breaker, bull gang-mucker, trackman, concrete crew including rodding and spreading</i>	\$47.96	8.0	\$76.98	\$100.96	\$100.96	\$124.94
<i>Dumpman (any method), grout crew, reboundman, swamper/brakeman, watchman</i>	\$47.42	8.0	\$76.44	\$100.15	\$100.15	\$123.86

Employer Payments (All Shifts):

Type of Fund	Amount
Health and Welfare	\$10.10
Pension	\$14.36
Vacation and Holiday ^c	\$3.25
Training	\$0.96
Other	\$0.35

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.

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a 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.

^b One and one-half (1 ½) times the regular straight time hourly rate shall be paid for all work on Saturdays (except make up day) and before a shift begins and after it ends.

^c Includes an amount for supplemental dues.

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)^a
AND
#PARKING AND HIGHWAY IMPROVEMENT PAINTER (LABORER)**

Determination:
NC-23-102-13-2023-2

Issue Date:
August 22, 2023

Expiration date of determination:
June 30, 2024** 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, 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.

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.

Wages and Employer Payments (Area 1):

Classification TRAFFIC CONTROL AND RELATED CLASSIFICATIONS	Basic Hourly Rate	Health and Welfare ^b	Pension ^c	Vacation and Holiday ^d	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^e	Saturday Overtime Hourly Rate (1 ½ X) ^{ef}	Sunday/ Holiday Overtime Hourly Rate (2 X) ^g
Traffic Control Person I	\$37.56	\$10.10	\$14.36	\$3.25	\$0.50	\$0.35	8	\$66.12	\$84.90	\$84.90	\$103.68
Traffic Control Person II	\$35.06	\$10.10	\$14.36	\$3.25	\$0.50	\$0.35	8	\$63.62	\$81.15	\$81.15	\$98.68
Construction Zone Traffic Control Pilot Car, Flag Person	\$37.26	\$10.10	\$14.36	\$3.25	\$0.50	\$0.35	8	\$65.82	\$84.45	\$84.45	\$103.08

Wages and Employer Payments (Area 2):

Classification TRAFFIC CONTROL AND RELATED CLASSIFICATIONS	Basic Hourly Rate	Health and Welfare ^b	Pension ^c	Vacation and Holiday ^d	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^e	Saturday Overtime Hourly Rate (1 ½ X) ^{ef}	Sunday/ Holiday Overtime Hourly Rate (2 X) ^g
Traffic Control Person I	\$36.56	\$10.10	\$14.36	\$3.25	\$0.50	\$0.35	8	\$65.12	\$83.40	\$83.40	\$101.68
Traffic Control Person II	\$34.06	\$10.10	\$14.36	\$3.25	\$0.50	\$0.35	8	\$62.62	\$79.65	\$79.65	\$96.68
Construction Zone Traffic Control Pilot Car, Flag Person	\$36.26	\$10.10	\$14.36	\$3.25	\$0.50	\$0.35	8	\$64.82	\$82.95	\$82.95	\$101.08

Determination:

NC-23-102-13-2023-2A

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

Wages and Employer Payments:

Classification STRIPER AND RELATED CLASSIFICATIONS	Basic Hourly Rate	Health and Welfare ^b	Pension ^c	Vacation and Holiday ^d	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^e	Saturday Overtime Hourly Rate (1 ½ X) ^{ef}	Sunday/ Holiday Overtime Hourly Rate (2 X) ^g
Group 1	\$40.45	\$10.10	\$13.75	\$3.25	\$0.50	\$0.32	8	\$68.37	\$88.595	\$88.595	\$108.82
Group 2	\$38.95	\$10.10	\$13.75	\$3.25	\$0.50	\$0.32	8	\$66.87	\$86.345	\$86.345	\$105.82
Group 3	\$37.20	\$10.10	\$13.75	\$3.25	\$0.50	\$0.32	8	\$65.12	\$83.720	\$83.720	\$102.32
Group 4	\$35.10	\$10.10	\$13.75	\$3.25	\$0.50	\$0.32	8	\$63.02	\$80.57	\$80.57	\$98.12

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

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a 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).

^b Includes an amount for Retiree Health & Welfare.

^c Includes an amount for the Annuity Trust Fund.

^d Includes an amount for Supplemental Dues.

^e 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.

^f 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.

^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.

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-23-203-1-2023-1

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

Wages and Employer Payments:

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^a	Training	Other	Hours ^b	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^{cd}	Saturday Overtime Hourly Rate (1 ½ X) ^{cd}	Sunday/ Holiday Overtime Hourly Rate (2 X)
Cement Mason	\$44.85	\$9.12	\$12.11	\$6.65	\$0.71	\$0.12	8.0	\$73.56	\$95.99	\$95.99	\$118.41
Mastic Magnesite Gypsum, Epoxy, Polyester, Resin and all composition masons, swing or slip form scaffolds	\$45.85	\$9.12	\$12.11	\$6.65	\$0.71	\$0.12	8.0	\$74.56	\$97.49	\$97.49	\$120.41

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-2023-1

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

Wages and Employer Payments:

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^a	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) _{cd}	Saturday Overtime Hourly Rate (1 ½ X) _{cd}	Sunday/ Holiday Overtime Hourly Rate (2 X)
Cement Mason	\$47.85	\$9.12	\$12.11	\$6.65	\$0.71	\$0.12	8.0	\$76.56	\$100.49	\$100.49	\$124.41
Mastic Magnesite Gypsum, Epoxy, Polyester, Resin and all composition masons, swing or slip form scaffolds	\$48.85	\$9.12	\$12.11	\$6.65	\$0.71	\$0.12	8.0	\$77.56	\$101.99	\$101.99	\$126.41

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^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 Rate applies to the first 4 daily overtime hours and the first 8 hours worked on Saturday. All other time is paid at the double time (2X) rate.

^d Saturdays may be worked at straight time if job is shut down during normal work week due to inclement weather or major mechanical breakdown (limited to curb and gutter machine, concrete pump, and concrete plant).

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-23-261-1-2023-1

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

WAGE RATES AND TOTAL HOURLY RATES (including employer payments):

Classification ^a (Journeyman)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) ^b	Sunday/ Holiday Overtime Hourly Rate (2 X)
Group 1	\$39.63	8	\$72.92	\$92.74	\$92.74	\$112.55
Group 2	\$39.93	8	\$73.22	\$93.19	\$93.19	\$113.15
Group 3	\$40.23	8	\$73.52	\$93.64	\$93.64	\$113.75
Group 4	\$40.58	8	\$73.87	\$94.16	\$94.16	\$114.45
Group 5	\$40.93	8	\$74.22	\$94.69	\$94.69	\$115.15
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						

EMPLOYER PAYMENTS:

Type of Fund	Amount per Hour Worked
Health & Welfare	\$20.11
Pension	\$9.01
Vacation and Holiday	\$2.30
Training	\$1.09
Other ⁹	\$0.78

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-23-261-1-2023-1A

Issue Date:
August 22, 2023

Expiration date of determination:
June 30, 2024** 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, 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.

WAGE RATES AND TOTAL HOURLY RATES (including employer payments):

Classification ^a (Journeyman)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) ^b	Sunday/ Holiday Overtime Hourly Rate (2 X)
Group 1	\$41.63	8	\$74.92	\$95.74	\$95.74	\$116.55
Group 2	\$41.93	8	\$75.22	\$96.19	\$96.19	\$117.15
Group 3	\$42.23	8	\$75.52	\$96.64	\$96.64	\$117.75
Group 4	\$42.58	8	\$75.87	\$97.16	\$97.16	\$118.45
Group 5	\$42.93	8	\$76.22	\$97.69	\$97.69	\$119.15
Group 6	USE DUMP TRUCK YARDAGE RATE					
Group 7	USE APPROPRIATE RATE FOR THE POWER UNIT OR THE EQUIPMENT UTILIZED					

Classification ^a (Journey person)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) ^b	Sunday/ Holiday Overtime Hourly Rate (2 X)
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						

EMPLOYER PAYMENTS:

Type of Fund	Amount per Hour Worked
Health & Welfare	\$20.11
Pension	\$9.01
Vacation and Holiday	\$2.30
Training	\$1.09
Other ^g	\$0.78

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
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

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

^a For classifications within each group, see Pages 5 and 6.

^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 Supplemental Dues and Contract Administration.

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-16-2023-2

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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:

Area 1: All localities within Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Solano, and Sonoma Counties.

Area 2: All localities within Monterey, San Benito, and Santa Cruz Counties.

Area 3: All localities within El Dorado^a, Placer^a, Sacramento, San Joaquin and Yolo Counties.

Area 4: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado^a, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placer^a, Plumas, Shasta, Sierra, Siskiyou, Stanislaus, Sutter, Tehama, Trinity, Tulare, Tuolumne, and Yuba Counties.

Wages and Employer Payments:

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^c	Saturday Overtime Hourly Rate (1 ½ X) ^c	Sunday/ Holiday Overtime Hourly Rate (2 X)
Drywall Installer/Lather (Area 1)	\$60.39	\$12.49	\$14.63 ^d	\$5.58	\$1.13	\$1.22	8.0	\$95.44	\$125.635	\$125.635	\$155.830
Stocker/Scrapper (Area 1) ^e	\$30.20	\$12.49	\$6.86 ^d	\$5.53	\$0.00	\$0.10	8.0	\$55.18	\$70.280	\$70.280	\$85.380
Stocker/Scrapper (Area 1)	\$30.20	\$12.49	\$1.80	\$5.53	\$0.00	\$0.10	8.0	\$50.12	\$65.220	\$65.220	\$80.320
Drywall Installer/Lather (Area 2)	\$54.51	\$12.49	\$14.63 ^d	\$5.58	\$1.13	\$1.22	8.0	\$89.56	\$116.815	\$116.815	\$144.070
Stocker/Scrapper (Area 2) ^e	\$27.26	\$12.49	\$6.86 ^d	\$5.53	\$0.00	\$0.10	8.0	\$52.24	\$65.870	\$65.870	\$79.500
Stocker/Scrapper (Area 2)	\$27.26	\$12.49	\$1.80	\$5.53	\$0.00	\$0.10	8.0	\$47.18	\$60.810	\$60.810	\$74.440
Drywall Installer/Lather (Area 3)	\$55.01	\$12.49	\$14.63 ^d	\$5.58	\$1.13	\$1.22	8.0	\$90.06	\$117.565	\$117.565	\$145.070
Stocker/Scrapper (Area 3) ^e	\$27.51	\$12.49	\$6.86 ^d	\$5.53	\$0.00	\$0.10	8.0	\$52.49	\$66.245	\$66.245	\$80.000
Stocker/Scrapper (Area 3)	\$27.51	\$12.49	\$1.80	\$5.53	\$0.00	\$0.10	8.0	\$47.43	\$61.185	\$61.185	\$74.940
Drywall Installer/Lather (Area 4)	\$53.66	\$12.49	\$14.63 ^d	\$5.58	\$1.13	\$1.22	8.0	\$88.71	\$115.540	\$115.540	\$142.370

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^c	Saturday Overtime Hourly Rate (1 ½ X) ^c	Sunday/ Holiday Overtime Hourly Rate (2 X)
Stocker/Scrapper (Area 4) ^e	\$26.83	\$12.49	\$6.86 ^d	\$5.53	\$0.00	\$0.10	8.0	\$51.81	\$65.225	\$65.225	\$78.640
Stocker/Scrapper (Area 4)	\$26.83	\$12.49	\$1.80	\$5.53	\$0.00	\$0.10	8.0	\$46.75	\$60.165	\$60.165	\$73.580

Wages and Employer Payments (2nd Shift):

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours ^f	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^g	Saturday Overtime Hourly Rate (1 ½ X) ^g	Sunday/ Holiday Overtime Hourly Rate (2 X) ^h
Drywall Installer/Lather (Area 1)	\$64.42	\$12.49	\$14.63 ^d	\$5.58	\$1.13	\$1.22	7.5	\$99.47	\$131.680	\$131.680	\$163.890
Stocker/Scrapper (Area 1) ^e	\$32.21	\$12.49	\$6.86 ^d	\$5.53	\$0.00	\$0.10	7.5	\$57.19	\$73.295	\$73.295	\$89.400
Stocker/Scrapper (Area 1)	\$32.21	\$12.49	\$1.80	\$5.53	\$0.00	\$0.10	7.5	\$52.13	\$68.235	\$68.235	\$84.340
Drywall Installer/Lather (Area 2)	\$58.14	\$12.49	\$14.63 ^d	\$5.58	\$1.13	\$1.22	7.5	\$93.19	\$122.260	\$122.260	\$151.330
Stocker/Scrapper (Area 2) ^e	\$29.08	\$12.49	\$6.86 ^d	\$5.53	\$0.00	\$0.10	7.5	\$54.06	\$68.600	\$68.600	\$83.140
Stocker/Scrapper (Area 2)	\$29.08	\$12.49	\$1.80	\$5.53	\$0.00	\$0.10	7.5	\$49.00	\$63.540	\$63.540	\$78.080
Drywall Installer/Lather (Area 3)	\$58.68	\$12.49	\$14.63 ^d	\$5.58	\$1.13	\$1.22	7.5	\$93.73	\$123.070	\$123.070	\$152.410
Stocker/Scrapper (Area 3) ^e	\$29.34	\$12.49	\$6.86 ^d	\$5.53	\$0.00	\$0.10	7.5	\$54.32	\$68.990	\$68.990	\$83.660
Stocker/Scrapper (Area 3)	\$29.34	\$12.49	\$1.80	\$5.53	\$0.00	\$0.10	7.5	\$49.26	\$63.930	\$63.930	\$78.600
Drywall Installer/Lather (Area 4)	\$57.24	\$12.49	\$14.63 ^d	\$5.58	\$1.13	\$1.22	7.5	\$92.29	\$120.910	\$120.910	\$149.530
Stocker/Scrapper (Area 4) ^e	\$28.62	\$12.49	\$6.86 ^d	\$5.53	\$0.00	\$0.10	7.5	\$53.60	\$67.910	\$67.910	\$82.220
Stocker/Scrapper (Area 4)	\$28.62	\$12.49	\$1.80	\$5.53	\$0.00	\$0.10	7.5	\$48.54	\$62.850	\$62.850	\$77.160

Wages and Employer Payments (3rd Shift):

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours ^f	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ⁱ	Saturday Overtime Hourly Rate (1 ½ X) ⁱ	Sunday/ Holiday Overtime Hourly Rate (2 X) ^j
Drywall Installer/Lather (Area 1)	\$69.02	\$12.49	\$14.63 ^d	\$5.58	\$1.13	\$1.22	7.0	\$104.07	\$138.580	\$138.580	\$173.090
Stocker/Scrapper (Area 1) ^e	\$34.51	\$12.49	\$6.86 ^d	\$5.53	\$0.00	\$0.10	7.0	\$59.49	\$76.745	\$76.745	\$94.000
Stocker/Scrapper (Area 1)	\$34.51	\$12.49	\$1.80	\$5.53	\$0.00	\$0.10	7.0	\$54.43	\$71.685	\$71.685	\$88.940
Drywall Installer/Lather (Area 2)	\$62.30	\$12.49	\$14.63 ^d	\$5.58	\$1.13	\$1.22	7.0	\$97.35	\$128.500	\$128.500	\$159.650
Stocker/Scrapper (Area 2) ^e	\$31.15	\$12.49	\$6.86 ^d	\$5.53	\$0.00	\$0.10	7.0	\$56.13	\$71.705	\$71.705	\$87.280
Stocker/Scrapper (Area 2)	\$31.15	\$12.49	\$1.80	\$5.53	\$0.00	\$0.10	7.0	\$51.07	\$66.645	\$66.645	\$82.220
Drywall Installer/Lather (Area 3)	\$62.87	\$12.49	\$14.63 ^d	\$5.58	\$1.13	\$1.22	7.0	\$97.92	\$129.355	\$129.355	\$160.790
Stocker/Scrapper (Area 3) ^e	\$31.44	\$12.49	\$6.86 ^d	\$5.53	\$0.00	\$0.10	7.0	\$56.42	\$72.140	\$72.140	\$87.860
Stocker/Scrapper (Area 3)	\$31.44	\$12.49	\$1.80	\$5.53	\$0.00	\$0.10	7.0	\$51.36	\$67.080	\$67.080	\$82.800
Drywall Installer/Lather (Area 4)	\$61.33	\$12.49	\$14.63 ^d	\$5.58	\$1.13	\$1.22	7.0	\$96.38	\$127.045	\$127.045	\$157.710
Stocker/Scrapper (Area 4) ^e	\$30.66	\$12.49	\$6.86 ^d	\$5.53	\$0.00	\$0.10	7.0	\$55.64	\$70.970	\$70.970	\$86.300
Stocker/Scrapper (Area 4)	\$30.66	\$12.49	\$1.80	\$5.53	\$0.00	\$0.10	7.0	\$50.58	\$65.910	\$65.910	\$81.240

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

[Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a 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.

^b Includes an amount for Work Fees.

^c 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.

^d Includes an amount for Annuity Trust Fund.

^e Employed for 2000 hours (consecutively or cumulatively).

^f 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.

^g Rate applies to the first 4 overtime hours Monday through Friday and the first 7.5 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.

^h Time and one-half shall be paid for the first 7.5 hours worked on the four (4) days of each year selected by the Union as designated off/holidays listed in the Holiday Provision.

ⁱ Rate applies to the first 4 overtime hours Monday through Friday and the first 7 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.

^j Time and one-half shall be paid for the first 7 hours worked on the four (4) days of each year selected by the Union as designated off/holidays listed in the Holiday Provision.

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-1-2023-1

Issue Date:
February 22, 2023

Expiration date of determination:
December 31, 2023** 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, 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 of Kern, San Bernardino and San Luis Obispo are detailed below.^a

Wages and Employer Payments:

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension ^b	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^c	Saturday Overtime Hourly Rate (1 ½ X) ^c	Sunday/ Holiday Overtime Hourly Rate (2 X) ^d
Mechanic	\$77.61	\$16.075	\$20.56	\$4.66	\$0.70	\$1.00	8.0	\$120.605	\$159.410	\$159.410	\$198.215
Mechanic (Employed in industry more than 5 years)	\$77.61	\$16.075	\$20.56	\$6.21	\$0.70	\$1.00	8.0	\$122.155	\$160.960	\$160.960	\$199.765
Helper ^e	\$54.33	\$16.075	\$20.56	\$3.26	\$0.70	\$1.00	8.0	\$95.925	\$123.090	\$123.090	\$150.255
Helper (Employed in industry more than 5 years)	\$54.33	\$16.075	\$20.56	\$4.35	\$0.70	\$1.00	8.0	\$97.015	\$124.180	\$124.180	\$151.345

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

[Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<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 Includes an amount for Annuity Trust Fund.

^c For Contract Service work only. All other overtime is paid at the Sunday/Holiday rate.

^d 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.

^e 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.

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-63-3-9-2023-1

Issue Date:
August 22, 2023

Expiration date of determination:
June 30, 2024** 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, 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.

Wages and Employer Payments:

Classification ^a (Journey person)	Basic Hourly Rate	Health and Welfare ^b	Pension	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily Overtime Hourly Rate ^c (1 ½ X)	Saturday Overtime Hourly Rate ^c (1 ½ X)	Sunday/Holiday Overtime Hourly Rate (2X)
Group 1	\$58.27	\$13.38	\$12.07	\$6.15	\$1.13	\$0.24	8	\$91.24	\$120.375	\$120.375	\$149.51
Group 2	\$56.27	\$13.38	\$12.07	\$6.15	\$1.13	\$0.24	8	\$89.24	\$117.375	\$117.375	\$145.51
Group 3	\$49.06	\$13.38	\$12.07	\$6.15	\$1.13	\$0.24	8	\$82.03	\$106.56	\$106.56	\$131.09
Group 4	\$43.09	\$13.38	\$12.07	\$6.15	\$1.13	\$0.24	8	\$76.06	\$97.605	\$97.605	\$119.15

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 (Second Shift)#

Determination:
NC-63-3-9-2023-1

Issue Date:
August 22, 2023

Expiration date of determination:
June 30, 2024** 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, 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.

Wages and Employer Payments:

Classification ^a (Journeyman) Group	Basic Hourly Rate	Health and Welfare ^b	Pension	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily Overtime Hourly Rate ^c (1 ½ X)	Saturday Overtime Hourly Rate ^c (1 ½ X)	Sunday/Holiday Overtime Hourly Rate (2X)
Group 1	\$65.55	\$13.38	\$12.07	\$6.15	\$1.13	\$0.24	8	\$98.52	\$131.295	\$131.295	\$164.07
Group 2	\$63.30	\$13.38	\$12.07	\$6.15	\$1.13	\$0.24	8	\$96.27	\$127.92	\$127.92	\$159.57
Group 3	\$55.19	\$13.38	\$12.07	\$6.15	\$1.13	\$0.24	8	\$88.16	\$115.755	\$115.755	\$143.35
Group 4	\$48.48	\$13.38	\$12.07	\$6.15	\$1.13	\$0.24	8	\$81.45	\$105.69	\$105.69	\$129.93

CLASSIFICATIONS:

GROUP 1

ASNT Level II-III
DSA Masonry
DSA Shotcrete
Lead Inspector
NICET Level IV
NDT Level Two

GROUP 2

AWS-CWI
ICC Certified Structural
Inspector
NICET Level III
Shear Wall/Floor System
Inspector
Building/Construction
Inspector

GROUP 3

Geotechnical Driller
Soils/Asphalt
Earthwork Grading
Excavation and Backfill
NICET Level II

GROUP 4

ACI
Drillers Helper
ICC Fireproofing
NICET Level I
Proofload Testing
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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a For classifications within each group, see page 3.

^b Amount shall be paid for all hours worked up to 173 hours per month.

^c 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.

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-63-3-12-2023-1

Issue Date:

August 22, 2023

Expiration date of determination:

July 31, 2024 ** 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, 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

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 (Portions of counties falling in each area detailed on the Operating Engineer - Heavy and Highway Work Determination).

Wages and Employer Payments (Area 1):

Classification ^a (Journey person)	Basic Hourly Rate	Health and Welfare	Pension ^b	Vacation and Holiday ^c	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate ^d (1½ X)	Saturday Overtime Hourly Rate ^{de} (1½ X)	Sunday/Holiday Overtime Hourly Rate (2 X)
Group 1	\$57.95	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$97.42	\$126.395	\$126.395	\$155.37
Group 2	\$52.99	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$92.46	\$118.955	\$118.955	\$145.45
Group 3	\$51.87	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$91.34	\$117.275	\$117.275	\$143.21
Group 4	\$48.57	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$88.04	\$112.325	\$112.325	\$136.61

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 the Operating Engineer - Heavy and Highway Work Determination).

Wages and Employer Payments (Area 2):

Classification ^a (Journey person)	Basic Hourly Rate	Health and Welfare	Pension ^b	Vacation and Holiday ^c	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate ^d (1½ X)	Saturday Overtime Hourly Rate ^{de} (1½ X)	Sunday/Holiday Overtime Hourly Rate (2 X)
Group 1	\$59.95	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$99.42	\$129.395	\$129.395	\$159.37
Group 2	\$54.99	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$94.46	\$121.955	\$121.955	\$149.45
Group 3	\$53.87	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$93.34	\$120.275	\$120.275	\$147.21
Group 4	\$50.57	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$90.04	\$115.325	\$115.325	\$140.61

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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: DREDGER OPERATING ENGINEER#
(SPECIAL SINGLE AND SECOND SHIFT)**

(CLAMSHELL AND DIPPER DREDGING AND HYDRAULIC SUCTION DREDGING)

Determination:
NC-63-3-12-2023-1

Issue Date:
August 22, 2023

Expiration date of determination:
July 31, 2024 ** 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, 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

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 (Portions of counties falling in each area detailed on the Operating Engineer - Heavy and Highway Work Determination).

Wages and Employer Payments (Area 1 – Special Single & Second Shift):

Classification ^a (Journey person)	Basic Hourly Rate	Health and Welfare	Pension ^b	Vacation and Holiday ^c	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate ^d (1½ X)	Saturday Overtime Hourly Rate ^{de} (1½ X)	Sunday/Holiday Overtime Hourly Rate (2 X)
Group 1	\$65.19	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$104.66	\$137.255	\$137.255	\$169.85
Group 2	\$59.61	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$99.08	\$128.885	\$128.885	\$158.69
Group 3	\$58.35	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$97.82	\$126.995	\$126.995	\$156.17

Classification ^a (Journey person)	Basic Hourly Rate	Health and Welfare	Pension ^b	Vacation and Holiday ^c	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate ^d (1½ X)	Saturday Overtime Hourly Rate ^{de} (1½ X)	Sunday/ Holiday Overtime Hourly Rate (2 X)
Group 4	\$54.64	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$94.11	\$121.43	\$121.43	\$148.75

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 the Operating Engineer - Heavy and Highway Work Determination).

Wages and Employer Payments (Area 2 – Special Single & Second Shift):

Classification ^a (Journey person)	Basic Hourly Rate	Health and Welfare	Pension ^b	Vacation and Holiday ^c	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate ^d (1½ X)	Saturday Overtime Hourly Rate ^{de} (1½ X)	Sunday/ Holiday Overtime Hourly Rate (2 X)
Group 1	\$67.19	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$106.66	\$140.255	\$140.255	\$173.85
Group 2	\$61.61	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$101.08	\$131.885	\$131.885	\$162.69
Group 3	\$60.35	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$99.82	\$129.995	\$129.995	\$160.17
Group 4	\$56.64	\$13.38	\$18.79	\$6.27	\$0.63	\$0.40	8	\$96.11	\$124.43	\$124.43	\$152.75

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Classifications:

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

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a For classifications within each group, see Page 5.

^b Includes an amount for Annuity Trust Fund.

^c Includes an amount for Supplemental Dues.

^d 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.

^e 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.

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

FOR LANDSCAPE CONSTRUCTION PROJECTS

CRAFT: OPERATING ENGINEER#

Determination:

NC-63-3-75-2023-1

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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

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 (Portions of counties falling in each area detailed in the Operating Engineer (Heavy and Highway Work) determination).

Wages and Employer Payments (Area 1):

Classification ^a (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1½ X)	Saturday Overtime Hourly Rate (1½ X) ^c	Sunday/ Holiday Overtime Hourly Rate (2 X)
Group I	\$49.33	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$80.27	\$104.935	\$104.935	\$129.600
Group II	\$45.73	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$76.67	\$99.535	\$99.535	\$122.400
Group III	\$41.12	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$72.06	\$92.620	\$92.620	\$113.180
Group IV	\$38.41	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$69.35	\$88.555	\$88.555	\$107.760

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 in the Operating Engineer (Heavy and Highway Work) determination).

Wages and Employer Payments (Area 2):

Classification ^a (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1½ X)	Saturday Overtime Hourly Rate (1½ X) ^c	Sunday/Holiday Overtime Hourly Rate (2 X)
Group I	\$51.33	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$82.27	\$107.935	\$107.935	\$133.600
Group II	\$47.73	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$78.67	\$102.535	\$102.535	\$126.400
Group III	\$43.12	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$74.06	\$95.620	\$95.620	\$117.180
Group IV	\$40.41	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$71.35	\$91.555	\$91.555	\$111.760

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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

FOR LANDSCAPE CONSTRUCTION PROJECTS

**CRAFT: OPERATING ENGINEER#
(SPECIAL SINGLE AND SECOND SHIFT)**

Determination:
NC-63-3-75-2023-1

Issue Date:
August 22, 2023

Expiration date of determination:
June 30, 2024** 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, 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.

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 (Portions of counties falling in each area detailed in the Operating Engineer (Heavy and Highway Work) determination).

Wages and Employer Payments (Area 1):

Classification ^a (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1½ X)	Saturday Overtime Hourly Rate (1½ X) ^c	Sunday/Holiday Overtime Hourly Rate (2 X)
Group I	\$55.33	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$86.27	\$113.935	\$113.935	\$141.600
Group II	\$51.73	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$82.67	\$108.535	\$108.535	\$134.400
Group III	\$47.12	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$78.06	\$101.620	\$101.620	\$125.180
Group IV	\$44.41	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$75.35	\$97.555	\$97.555	\$119.760

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 in the Operating Engineer (Heavy and Highway Work) determination).

Wages and Employer Payments (Area 2):

Classification ^a (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^b	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1½ X)	Saturday Overtime Hourly Rate (1½ X) ^c	Sunday/Holiday Overtime Hourly Rate (2 X)
Group 1	\$57.33	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$88.27	\$116.935	\$116.935	\$145.600
Group 2	\$53.73	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$84.67	\$111.535	\$111.535	\$138.400
Group 3	\$49.12	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$80.06	\$104.620	\$104.620	\$129.180
Group 4	\$46.41	\$13.38	\$10.35	\$4.53	\$1.25	\$1.43	8	\$77.35	\$100.555	\$100.555	\$123.760

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

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 Oiler

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^a For classifications within each group, see Page 5.

^b Includes an amount for Supplemental Dues.

^c 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, major mechanical breakdown or shortage of materials beyond the control of the Individual Employer.

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-102-67-1-2023-2

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

AREA 1 - Alameda, Contra Costa, Marin, Napa, 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, 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.

Wages and Employer Payments:

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday ^a	Training	Other	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X) ^b	Holiday Overtime Hourly Rate (2X) ^c
Asbestos and Lead Removal Worker (Area 1)	\$36.50	\$10.10	\$14.54	\$3.20	\$0.50	\$0.22	8.0	\$65.06	\$83.31	\$101.56
Asbestos and Lead Removal Worker (Area 2)	\$35.50	\$10.10	\$14.54	\$3.20	\$0.50	\$0.22	8.0	\$64.06	\$81.81	\$99.56

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

^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.

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 Maintenance (Laborer) ¹

(Applies Only to Routine Tree Maintenance Work, Not Construction and/or Landscape Construction) ²

Determination:

NC-102-X-21-2023-1

Issue Date:

August 22, 2023

Expiration date of determination:

June 30, 2024** 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, 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.

Wages and Employer Payments:

Classification(s) ^a (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^b	Sunday/Holiday Overtime Hourly Rate (2 X)
Senior Tree Trimmer (Area 1) ^c	\$29.15	\$6.00	\$3.11	\$2.21	\$0.00	\$0.05	8.0	\$40.52	\$55.095	\$69.67
Tree Trimmer (Area 1) ^c	\$26.15	\$6.00	\$3.11	\$2.01	\$0.00	\$0.05	8.0	\$37.32	\$50.395	\$63.47
Groundsperson (Area 1) ^c	\$23.15	\$6.00	\$3.11	\$1.86	\$0.00	\$0.05	8.0	\$34.17	\$45.745	\$57.32
Senior Tree Trimmer (Area 2) ^c	\$24.65	\$6.00	\$3.11	\$2.21	\$0.00	\$0.05	8.0	\$36.02	\$48.345	\$60.67
Tree Trimmer (Area 2) ^c	\$23.15	\$6.00	\$3.11	\$2.01	\$0.00	\$0.05	8.0	\$34.32	\$45.895	\$57.47
Groundsperson (Area 2) ^c	\$21.15	\$6.00	\$3.11	\$1.86	\$0.00	\$0.05	8.0	\$32.17	\$42.745	\$53.32

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

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.

^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.

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-17-2022-1

Issue Date:

August 22, 2022

Expiration date of determination:

June 25, 2023* 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 San Joaquin, Tuolumne and Yolo Counties.

Wages and Employer Payments:

Classification	Basic Hourly Rate ^b	Health and Welfare	Pension	Vacation and Holiday ^c	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) ^d	Daily Overtime Hourly Rate (2 X)	Holiday Overtime Hourly Rate (2 X)
Striper; Layout and application of painted traffic stripes; hot thermo plastic; tape traffic stripes	\$40.44	\$10.70	\$6.82	\$0.00	\$0.10	\$0.00	8	\$58.06	\$78.28	\$98.50	\$98.50
Parking Lots, Gamecourts, Playgrounds	\$34.37	\$10.70	\$6.82	\$0.00	\$0.10	\$0.00	8	\$51.99	\$69.175	\$86.36	\$86.36
Protective Coating, Resurfacing, Pavement Sealing, Including Repair When Done in Conjunction With Pavement Sealing	\$34.78	\$10.70	\$6.82	\$0.00	\$0.10	\$0.00	8	\$52.40	\$69.79	\$87.18	\$87.18

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

[Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

Indicates an apprenticeable craft. The current apprentice wage rates are available on the [Prevailing Wage Apprentice Determinations Website](http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp) (<http://www.dir.ca.gov/OPRL/PWAppWage/PWAppWageStart.asp>).

^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 (\$2.74). Rate applies to the first 9 years of employment only; \$3.13 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.

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

Craft: Landscape Maintenance Laborer

(Applies Only to Routine Landscape Maintenance Work, Not New Landscape Construction) ¹

Determination:

NC-LML-2023-1

Issue Date:

February 22, 2023

Expiration date of determination:

March 31, 2023* 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.

Wages and Employer Payments:

Locality	Basic Hourly Rate	Health and Welfare	Pension	Vacation	Holiday	Training	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X)
Alameda	\$15.50	\$0.43	\$0.00	\$0.14 ^a	\$0.24	\$0.00	8.0	\$16.31 ^b	\$24.06 ^b
Alpine, El Dorado	\$15.50	\$0.00	\$0.00	\$0.12	\$0.14	\$0.00	8.0	\$15.76	\$23.51
	\$15.50	\$0.00	\$0.00	\$0.14	\$0.16	\$0.00	8.0	\$15.80	\$23.55
Amador	\$15.50	\$0.00	\$0.00	\$0.16	\$0.06	\$0.00	8.0	\$15.72	\$23.47
Butte, Glenn and Plumas	\$15.50	\$0.16	\$0.00	\$0.13 ^c	\$0.05	\$0.00	8.0	\$15.84 ^b	\$23.59 ^b
Calaveras	\$15.50	\$0.00	\$0.00	\$0.10	\$0.12	\$0.00	8.0	\$15.72	\$23.47
Colusa and Sutter	\$15.50	\$0.00	\$0.00	\$0.12	\$0.14	\$0.00	8.0	\$15.76	\$23.51
	\$15.50	\$0.00	\$0.00	\$0.14	\$0.16	\$0.00	8.0	\$15.80	\$23.55
Contra Costa	\$15.50	\$0.00	\$0.00	\$0.00	\$0.12	\$0.00	8.0	\$15.62	\$23.37
Del Norte and Humboldt	\$15.50	\$0.00	\$0.00	\$0.25	\$0.07	\$0.00	8.0	\$15.82	\$23.57
Fresno	\$15.50	\$0.00	\$0.00	\$0.11	\$0.00	\$0.00	8.0	\$15.61	\$23.36
	\$15.50	\$0.00	\$0.00	\$0.19 ^d	\$0.19	\$0.00	8.0	\$15.88 ^b	\$23.63 ^b
Kings	\$15.50	\$0.00	\$0.00	\$0.25 ^e	\$0.25	\$0.00	8.0	\$16.00 ^b	\$23.75 ^b
Lake and Mendocino	\$15.50	\$0.00	\$0.00	\$0.13 ^f	\$0.03	\$0.00	8.0	\$15.66 ^b	\$23.41 ^b
	\$15.50	\$0.00	\$0.00	\$0.14 ^g	\$0.03	\$0.00	8.0	\$15.67 ^b	\$23.42 ^b
Lassen, Modoc, Shasta, Siskiyou and Trinity	\$15.50	\$0.00	\$0.00	\$0.31	\$0.09	\$0.00	8.0	\$15.90	\$23.65
Madera, Mariposa and Merced	\$15.50	\$0.00	\$0.00	\$0.115	\$0.115	\$0.00	8.0	\$15.73	\$23.48
Marin	\$15.50	\$0.00	\$0.00	\$0.00	\$0.12	\$0.00	8.0	\$15.62	\$23.37
Monterey	\$15.50	\$0.00	\$0.00	\$0.14	\$0.22	\$0.00	8.0	\$15.86	\$23.61
	\$15.50	\$0.00	\$0.00	\$0.16	\$0.25	\$0.00	8.0	\$15.91	\$23.66

Locality	Basic Hourly Rate	Health and Welfare	Pension	Vacation	Holiday	Training	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X)
Napa	\$15.50	\$0.00	\$0.00	\$0.11 ^h	\$0.14	\$0.00	8.0	\$15.75	\$23.50
Nevada and Sierra	\$15.50	\$0.00	\$0.00	\$0.16	\$0.19	\$0.00	8.0	\$15.85	\$23.60
Placer	\$15.50	\$0.00	\$0.00	\$0.12	\$0.14	\$0.00	8.0	\$15.76	\$23.51
Sacramento	\$15.50	\$0.00	\$0.00	\$0.16	\$0.00	\$0.00	8.0	\$15.66	\$23.41
	\$15.50	\$0.00	\$0.00	\$0.15	\$0.00	\$0.00	8.0	\$15.65	\$23.40
San Benito	\$15.50	\$0.00	\$0.00	\$0.15 ⁱ	\$0.18	\$0.00	8.0	\$15.83 ^b	\$23.58 ^b
San Francisco	\$15.50	\$0.00	\$0.00	\$0.17	\$0.17	\$0.00	8.0	\$15.84	\$23.59
San Joaquin	\$15.50	\$0.37	\$0.00	\$0.12 ^j	\$0.12	\$0.00	8.0	\$16.11 ^b	\$23.86 ^b
San Mateo	\$15.50	\$0.43	\$0.00	\$0.12 ^k	\$0.14	\$0.00	8.0	\$16.19 ^b	\$23.94 ^b
	\$15.50	\$0.00	\$0.00	\$0.13 ^l	\$0.17	\$0.00	8.0	\$15.80 ^b	\$23.55 ^b
Santa Clara	\$15.50	\$0.03	\$0.00	\$0.13 ^m	\$0.18	\$0.00	8.0	\$15.84 ^b	\$23.59 ^b
Santa Cruz	\$15.50	\$0.00	\$0.00	\$0.16	\$0.00	\$0.00	8.0	\$15.66	\$23.41
	\$15.50	\$0.00	\$0.00	\$0.19	\$0.00	\$0.00	8.0	\$15.69	\$23.44
Solano	\$15.50	\$0.00	\$0.00	\$0.00	\$0.07	\$0.00	8.0	\$15.57	\$23.32
Sonoma	\$15.50	\$0.00	\$0.00	\$0.13 ⁿ	\$0.16	\$0.00	8.0	\$15.79 ^b	\$23.54 ^b
	\$15.50	\$0.38	\$0.00	\$0.15 ^o	\$0.19	\$0.00	8.0	\$16.22 ^b	\$23.97 ^b
Stanislaus and Tuolumne	\$15.50	\$0.00	\$0.00	\$0.115	\$0.14	\$0.00	8.0	\$15.755	\$23.505
	\$15.50	\$0.00	\$0.00	\$0.13 ^p	\$0.11	\$0.00	8.0	\$15.74 ^b	\$23.49 ^b
Tehama	\$15.50	\$0.00	\$0.00	\$0.12	\$0.19	\$0.00	8.0	\$15.81	\$23.56
Tulare	\$15.50	\$0.69	\$0.00	\$0.12 ^q	\$0.00	\$0.00	8.0	\$16.31 ^b	\$24.06 ^b
Yolo	\$15.50	\$0.00	\$0.00	\$0.00	\$0.14	\$0.00	8.0	\$15.64	\$23.39
	\$15.50	\$0.00	\$0.00	\$0.00	\$0.19	\$0.00	8.0	\$15.69	\$23.44
Yuba	\$15.50	\$0.00	\$0.00	\$0.14	\$0.16	\$0.00	8.0	\$15.80	\$23.55

NOTE:

If there are two rates, the first rate is for routine work, the second rate is for complex work.

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 [Director's General Prevailing Wage Determinations Website](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 [Director's General Prevailing Wage Determinations Website](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.

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.

^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 \$0.23 after 7 years of service.

ⁱ \$0.31 after 5 years of service.

^j \$0.24 after 5 years of service.

^k \$0.23 after 2 years of service; \$0.35 after 6 years of service.

^l \$0.26 after 1 years of service; \$0.39 after 5 years of service.

^m \$0.27 after 1 years of service; \$0.40 after 5 years of service.

ⁿ \$0.26 after 7 years of service.

^o \$0.31 after 3 years of service; \$0.46 after 7 years of service.

^p \$0.27 after 1 years of service; \$0.40 after 5 years of service.

^q \$0.23 after 2 years of service.

Attachment 3: DIR Prevailing Wage Determinations,
San Francisco County Subtrades

CRAFT	CLASSIFICATION	CRAFT FOOTNOTE	ISSUE DATE	EXPIRATION DATE	BASIC HOURLY RATE	BASIC HOURLY RATE FOOTNOTE	HEALTH AND WELFARE	HEALTH AND WELFARE FOOTNOTE	PENSION	PENSION FOOTNOTE	VACATION HOLIDAY	VACATION/HOLIDAY FOOTNOTE	TRAINING	TRAINING FOOTNOTE	OTHER PAYMENTS	OTHER PAYMENTS FOOTNOTE	HOURS	HOURS FOOTNOTE	STRAIGHT-TIME TOTAL HOURLY RATE	DAILY OVERTIME HOURLY RATE	DAILY OVERTIME HOURLY RATE FOOTNOTE	SATURDAY OVERTIME HOURLY RATE	SATURDAY OVERTIME HOURLY RATE FOOTNOTE	SUNDAY AND HOLIDAY OVERTIME HOURLY RATE	SUNDAY AND HOLIDAY OVERTIME HOURLY RATE FOOTNOTE	HOLIDAY PROVISIONS	SCOPE OF WORK PROVISIONS	TRAVEL & SUBSISTENCE PROVISIONS
#TERRAZZO WORKER		BG	08/22/2023	06/30/2024**	\$59.060	BH	\$11.250		\$15.380		\$0.000	E	\$0.800		\$1.310		8.0		\$87.800	\$113.970	BB	\$113.970	BB	\$140.140		Holidays	Scope of Work	Travel & Subsistence
#TILE FINISHER			08/22/2023	03/31/2024*	\$34.470	BI	\$11.210		\$5.900		\$1.250		\$0.530		\$1.330		8.0	D	\$54.690	\$71.930		\$71.930	BJ	\$89.160		Holidays	Scope of Work	Travel & Subsistence
#TILE FINISHER	RED CIRCLED FINISHER		08/22/2023	03/31/2024*	\$39.740	BI	\$11.210		\$6.680		\$1.750		\$0.530		\$1.390		8.0	D	\$61.300	\$81.170		\$81.170	BJ	\$101.040		Holidays	Scope of Work	Travel & Subsistence
#TILE SETTER			08/22/2023	03/31/2024**	\$54.860	BI	\$11.210		\$8.520		\$2.750		\$0.800		\$1.920		8.0	D	\$80.060	\$107.490		\$107.490	BJ	\$134.920		Holidays	Scope of Work	Travel & Subsistence
WATER WELL DRILLER:			02/22/2023	03/31/2023*	\$15.500		\$3.200		\$0.780		\$0.630	BK	\$0.000		\$0.000		8.0		\$20.110	\$27.860	BL	\$27.860	BL	\$27.860	BL	Holidays	Scope of Work	Travel & Subsistence
WATER WELL DRILLER:	PUMP INSTALLER		02/22/2023	03/31/2023*	\$15.500		\$3.200		\$0.780		\$0.630	BK	\$0.000		\$0.000		8.0		\$20.110	\$27.860	BL	\$27.860	BL	\$27.860	BL	Holidays	Scope of Work	Travel & Subsistence
WATER WELL DRILLER:	HELPER		02/22/2023	03/31/2023*	\$15.500		\$3.200		\$0.780		\$0.520	BM	\$0.000		\$0.000		8.0		\$20.000	\$27.750	BL	\$27.750	BL	\$27.750	BL	Holidays	Scope of Work	Travel & Subsistence

[Go to increase page](#)

FOOTNOTES

- * 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 @ HTTP://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. EFFECTIVE 5/1/2022, INDUSTRY PROMOTION FUND IS SPLIT INTO THE INDUSTRY FUND AND THE CALIFORNIA MASONRY COUNCIL.
- 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 FIRST 2 OVERTIME HOURS MONDAY THROUGH FRIDAY; ALL OTHER OVERTIME IS PAID AT THE DOUBLE TIME RATE.
- H RATE APPLIES TO THE FIRST 8 HOURS WORKED ON SATURDAY. ALL OTHER HOURS ARE PAID AT THE SUNDAY/HOLIDAY RATE.
- I INCLUDES AMOUNT FOR VAC/HOL AND DUES CHECK OFF.
- J 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 DOWN DURING THE NORMAL WORK WEEK DUE TO INCLEMENT WEATHER.
- K INCLUDED IN BASIC HOURLY RATE.
- L 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.
- M 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.
- N 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.
- O 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.
- P 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. 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.
- Q 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.
- R 8 HOURS OF WORK IF MULTIPLE SHIFT IS WORKED.
- S RATE APPLIES TO THE FIRST 2 OVERTIME HOURS; ALL OTHER TIME IS PAID AT THE SATURDAY OVERTIME HOURLY RATE.
- T SEVEN HOURS ON SATURDAY MAY BE WORKED AT THE DAILY OVERTIME RATE PROVIDED NO OVERTIME HOUR IS WORKED DURING THE WEEK.
- U 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.
- V INCLUDES AN AMOUNT PER HOUR WORKED FOR ANNUITY TRUST FUND.
- W INCLUDES AN AMOUNT PER HOUR WORKED FOR SUPPLEMENTAL DUES.
- X RATE APPLIES TO DAILY OVERTIME HOURS UP TO AND INCLUDING 12 HOURS WORKED IN A WORKDAY OR OTHER OVERTIME HOURS BEYOND 40 HOURS IN A WORKWEEK. ALL OTHER OVERTIME IS PAID AT THE SUNDAY/HOLIDAY RATE. IN THE EVENT THAT THERE ARE LESS THAN 40 HOURS WORKED MONDAY THROUGH FRIDAY, THEN THE BALANCE OF HOURS WORKED UP TO AND INCLUDING 40 HOURS FOR THE WORKWEEK, OR UP TO 8 HOURS FOR THE WORKDAY, 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/SCAFFOLD 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.
- AF EMPLOYEES SHALL RECEIVE PREMIUM PAY FOR THE FOLLOWING WORK: WALLCOVERING (\$2.00 PER HOUR), EXOTIC MATERIALS (\$1.25 PER HOUR) AND LEAD ABATEMENT/REMOVAL (\$1.00 PER HOUR). EMPLOYEES SHALL ALSO BE ENTITLED TO HIGH TIME PREMIUM PAY 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. SEE SCOPE PROVISIONS FOR FURTHER DETAILS ON PREMIUMS.
- AG RATE APPLIES TO THE FIRST 4 OVERTIME HOURS MONDAY THROUGH FRIDAY AND THE FIRST 12 HOURS WORKED ON SATURDAYS AND DESIGNATED DAYS OFF. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME RATE.
- AH EMPLOYEES SHALL RECEIVE PREMIUM PAY FOR THE FOLLOWING WORK: METALIZING AND THERMAL SPRAY (\$4.00 PER HOUR). EMPLOYEES SHALL ALSO BE ENTITLED TO HIGH TIME PREMIUM PAY 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. SEE SCOPE PROVISIONS FOR FURTHER DETAILS ON PREMIUMS.
- AI EMPLOYEES SHALL RECEIVE PREMIUM PAY FOR THE FOLLOWING WORK: METALIZING AND THERMAL SPRAY (\$4.00 PER HOUR). SEE SCOPE PROVISIONS FOR FURTHER DETAILS ON PREMIUMS.
- AJ INCLUDES AMOUNTS FOR VACATION AND DUES CHECK OFF
- AK 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.
- AL DESIGNATED DAYS OFF SHALL BE PAID AT THE SATURDAY OVERTIME RATE; PLEASE REFER TO THE HOLIDAY PROVISIONS FOR A LIST OF DESIGNATED DAYS OFF.
- AM 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 \$15.00 PER DAY ABOVE THE WAGE RATE
- AN 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.

- 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 HOURLY 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.
- AP INCLUDES AN AMOUNT FOR VACATION/HOLIDAY.
- AQ INCLUDES FUNDS FOR SUB/JURY DUTY, CRAFT, CONTRACT ADMINISTRATION/HIRING HALL, JURISDICTIONAL PROTECTION AND SCHOLARSHIP.
- AR 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.
- AS THE FIRST 9 HOURS WORKED ON SATURDAY SHALL BE PAID AT TIME AND ONE-HALF.
- AT RATE APPLIES TO THE FIRST 2 OVERTIME HOURS ONLY; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.
- AU RATE APPLIES TO THE FIRST 10 HOURS WORKED ON SATURDAY. ALL OTHER HOURS ARE PAID AT THE SUNDAY/HOLIDAY RATE.
- AV 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.
- AW RATE APPLIES TO THE FIRST 8 HOURS WORKED; ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME HOURLY RATE.
- AX 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 INDIVIDUAL EMPLOYER 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, THEN WORK IS TO BE PERFORMED ON SATURDAY, WHEN AVAILABLE, AND PAID AT THE STRAIGHT TIME RATES.
- AY 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.
- AZ 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.
- BA 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.
- BB 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.
- BC 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.
- BD 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.
- BE INCLUDES AN AMOUNT FOR PENSION FACTORED AT THE OVERTIME MULTIPLIER RATE.
- BF INCLUDES \$0.05 FOR SCHOLAR FUND.
- BG THE RATIO OF TERRAZZO FINISHER HOURS TO TERRAZZO WORKER HOURS SHALL NOT EXCEED TWO (2) TO ONE (1).
- BH INCLUDES AN AMOUNT FOR VACATION/DUES CHECK OFF WHICH IS NOT FACTORED IN THE OVERTIME RATES.
- BI 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.
- BJ RATE APPLIES TO THE FIRST 9 HOURS WORKED ON SATURDAY. ALL OTHER TIME IS PAID AT THE SUNDAY AND HOLIDAY OVERTIME RATE.
- BK RATE APPLIES TO FIRST YEAR OF EMPLOYMENT ONLY; \$0.88 AFTER 2 YEARS OF EMPLOYMENT.
- BL 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.
- BM 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 8700 OF THE GOVERNMENT CODE. YOU MAY OBTAIN THE HOLIDAY PROVISIONS FOR THE CURRENT DETERMINATIONS ON THE INTERNET AT [HTTP://WWW.DIR.CA.GOV/OPRLDPreWageDetermination.htm](http://www.dir.ca.gov/OPRLDPreWageDetermination.htm). HOLIDAY PROVISIONS FOR THE CURRENT OR SUPERSEDED DETERMINATIONS MAY BE OBTAINED BY CONTACTING THE OFFICE OF THE DIRECTOR - RESEARCH UNIT AT (415) 703-4774.

TRAVEL AND/OR SUBSISTENCE: 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/OPRLDPreWageDetermination.htm](http://www.dir.ca.gov/OPRLDPreWageDetermination.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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Attachment 4: Prevailing Wage Tables for Classifications
Specified in Administrative Code Section 21C

****Revised 12/7/23**

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 effective until June 30, 2024

Journey Level	EMPLOYER PAYMENTS				F STRAIGHT-TIME		G OVERTIME HOURLY RATE	
	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	\$35.08	\$4.80	\$2.02	\$4.00	8	\$45.90	\$63.44	\$80.98
Single Decker (52+ passengers)	\$33.79	\$4.80	\$1.95	\$4.00	8	\$44.53	\$61.43	\$78.32
Min Bus (16-51 passengers)	\$29.94	\$4.80	\$1.73	\$4.00	8	\$40.46	\$55.43	\$70.40
Car/Van (15 passengers or smaller)	\$27.37	\$4.80	\$1.58	\$4.00	8	\$37.74	\$51.43	\$65.11

21C.1 Table 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 one hour. The basic hourly rate with the split shift premium are: Double Decker Bus - \$40.34; Single Decker - \$38.86; Mini Bus - \$34.43; Car/Van - \$31.47.

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. All employees shall be eligible for Health and Welfare contributions after working 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 = \$4.80/hr capped at \$831 monthly; Employee +1 rate = \$9.29/hr capped at \$1,610 monthly; Employee +2 rate or more = \$9.90/hr capped at \$1,715 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	\$0.67	\$1.35	\$2.02	\$2.70	\$3.37
Single Decker (52+)	\$0.65	\$1.30	\$1.95	\$2.60	\$3.25
Min Bus (16-51)	\$0.58	\$1.15	\$1.73	\$2.30	\$2.88
Car/Van (15 or smaller)	\$0.53	\$1.05	\$1.58	\$2.11	\$2.63

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. All work over 8 hours in one day or 40 hours in one week is paid at 1.5X rate. All work over 12 hours in one day is paid at 2X rate.

The table is based on the Collective Bargaining Agreement between LOOP TRANSPORTATION, INC.; WEDRIVEU, INC. ; STORER TRANSIT SYSTEMS, AND MOSAIC GLOBAL TRANSPORATION and Teamsters Local Union No. 853 in effect for signatories through June 30, 2027

****Revised 12/7/23**

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.

July 1, 2024 - June 30, 2025

Journey Level	A, B Basic Hourly Rate	EMPLOYER PAYMENTS			E Pension	F STRAIGHT-TIME		G OVERTIME 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	\$36.22	\$4.80	\$2.09	\$4.00	8	\$47.10	\$65.21	\$83.32	
Single Decker (52+ passengers)	\$34.89	\$4.80	\$2.01	\$4.00	8	\$45.70	\$63.15	\$80.59	
Min Bus (16-51 passengers)	\$30.91	\$4.80	\$1.78	\$4.00	8	\$41.49	\$56.95	\$72.40	
Car/Van (15 passengers or smaller)	\$28.26	\$4.80	\$1.63	\$4.00	8	\$38.69	\$52.82	\$66.95	

21C.1 Table 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 one hour. The basic hourly rate with the split shift premium are: Double Decker Bus - \$41.65; Single Decker - \$40.13; Mini Bus - \$35.55; Car/Van - \$32.50.

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. Subject to change. All employees shall be eligible for Health and Welfare contributions after working 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 = \$4.80/hr capped at \$831 monthly; Employee +1 rate = \$9.29/hr capped at \$1,610 monthly; Employee +2 rate or more = \$9.90/hr capped at \$1,715 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	\$0.70	\$1.39	\$2.09	\$2.79	\$3.48
Single Decker (52+)	\$0.67	\$1.34	\$2.01	\$2.68	\$3.35
Min Bus (16-51)	\$0.59	\$1.19	\$1.78	\$2.38	\$2.97
Car/Van (15 or smaller)	\$0.54	\$1.09	\$1.63	\$2.17	\$2.72

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. All work over 8 hours in one day or 40 hours in one week is paid at 1.5X rate. All work over 12 hours in one day is paid at 2X rate.

The table is based on the Collective Bargaining Agreement between LOOP TRANSPORTATION, INC.; WEDRIVEU, INC. ; STORER TRANSIT SYSTEMS, AND MOSAIC GLOBAL TRANSPORTATION and Teamsters Local Union No. 853 in effect for signatories through June 30, 2027

****Revised 12/7/23**

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.

July 1, 2025 - June 30, 2026

Journey Level	A, B Basic Hourly Rate	EMPLOYER PAYMENTS			E Pension	F STRAIGHT-TIME		G OVERTIME 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	\$37.40	\$4.80	\$2.16	\$4.00	8	\$48.35	\$67.05	\$85.75	
Single Decker (52+ passengers)	\$36.03	\$4.80	\$2.08	\$4.00	8	\$46.90	\$64.92	\$82.93	
Min Bus (16-51 passengers)	\$31.92	\$4.80	\$1.84	\$4.00	8	\$42.56	\$58.52	\$74.48	
Car/Van (15 passengers or smaller)	\$29.17	\$4.80	\$1.68	\$4.00	8	\$39.65	\$54.24	\$68.82	

21C.1 Table 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 one hour. The basic hourly rate with the split shift premium are: Double Decker Bus - \$43.00; Single Decker - \$41.43; Mini Bus - \$36.70; Car/Van - \$33.55.

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. Subject to change. All employees shall be eligible for Health and Welfare contributions after working 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 = \$4.80/hr capped at \$831 monthly; Employee +1 rate = \$9.29/hr capped at \$1,610 monthly; Employee +2 rate or more = \$9.90/hr capped at \$1,715 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	\$0.72	\$1.44	\$2.16	\$2.88	\$3.60
Single Decker (52+)	\$0.69	\$1.39	\$2.08	\$2.77	\$3.46
Min Bus (16-51)	\$0.61	\$1.23	\$1.84	\$2.46	\$3.07
Car/Van (15 or smaller)	\$0.56	\$1.12	\$1.68	\$2.24	\$2.80

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. All work over 8 hours in one day or 40 hours in one week is paid at 1.5X rate. All work over 12 hours in one day is paid at 2X rate.

The table is based on the Collective Bargaining Agreement between LOOP TRANSPORTATION, INC.; WEDRIVEU, INC. ; STORER TRANSIT SYSTEMS, AND MOSAIC GLOBAL TRANSPORATION and Teamsters Local Union No. 853 in effect for signatories through June 30, 2027

****Revised 12/7/23**

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.

July 1, 2026 - June 30, 2027

Journey Level	A, B Basic Hourly Rate	EMPLOYER PAYMENTS			E Pension	F STRAIGHT-TIME		G OVERTIME HOURLY RATE	
		C Health & Welfare	D (varies, w/ increases at year 1, 2, 5, 10, and 15)	HOURS		TOTAL HOURLY RATE	1.5 X	2 X	
Double Decker Bus	\$38.61	\$4.80	\$2.23	\$4.00	8	\$49.63	\$68.94	\$88.24	
Single Decker (52+ passengers)	\$37.20	\$4.80	\$2.15	\$4.00	8	\$48.14	\$66.74	\$85.34	
Min Bus (16-51 passengers)	\$32.95	\$4.80	\$1.90	\$4.00	8	\$43.65	\$60.13	\$76.60	
Car/Van (15 passengers or smaller)	\$30.12	\$4.80	\$1.74	\$4.00	8	\$40.65	\$55.71	\$70.77	

21C.1 Table 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 one hour. The basic hourly rate with the split shift premium are: Double Decker Bus - \$44.40; Single Decker - \$42.78; Mini Bus - \$37.90; Car/Van - \$34.64.

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. Subject to change. All employees shall be eligible for Health and Welfare contributions after working 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 = \$4.80/hr capped at \$831 monthly; Employee +1 rate = \$9.29/hr capped at \$1,610 monthly; Employee +2 rate or more = \$9.90/hr capped at \$1,715 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	\$0.74	\$1.49	\$2.23	\$2.97	\$3.71
Single Decker (52+)	\$0.72	\$1.43	\$2.15	\$2.86	\$3.58
Min Bus (16-51)	\$0.63	\$1.27	\$1.90	\$2.53	\$3.17
Car/Van (15 or smaller)	\$0.58	\$1.16	\$1.74	\$2.32	\$2.90

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. All work over 8 hours in one day or 40 hours in one week is paid at 1.5X rate. All work over 12 hours in one day is paid at 2X rate.

The table is based on the Collective Bargaining Agreement between LOOP TRANSPORTATION, INC.; WEDRIVEU, INC. ; STORER TRANSIT SYSTEMS, AND MOSAIC GLOBAL TRANSPORTATION and Teamsters Local Union No. 853 in effect for signatories through June 30, 2027

San Francisco Administrative Code Section 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.

Hours worked for the employer	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
	Basic Hourly Rate	Health and Welfare	Pension	Vacation		Hours	Total Hourly Rate	1.5 X	2 X
0-3900	A,B, C \$ 17.29	D \$ 7.51	\$ 2.48	E \$ 0.67	F	7.50	\$ 27.95	G \$ 36.60	\$ 45.24
3901-4850	A,B, C \$ 19.42	D \$ 7.51	\$ 2.48	\$ 0.75	F	7.50	\$ 30.16	G \$ 39.87	\$ 49.58
Over 4850	A,B, C \$ 21.80	D \$ 10.24	\$ 2.48	F \$ 0.84	F	7.50	\$ 35.36	G \$ 46.26	\$ 57.16

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 shampooing, 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 \$7.51/hour, capped at \$1,220.23/month for employees who have worked less than 4850 hours. Health and Welfare payments are \$10.24/hour, capped at \$1,664.36/month for employees over 4850 hours. 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.

San Francisco Administrative Code Section 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, B, C, D, E \$ 26.85	F \$ 10.57	\$ 4.61	G \$ 1.55	7.5	\$ 43.58	\$ 57.01	\$ 70.43
<i>Trainee 0 - 975 hours</i>	<i>A, C, D, E, F \$ 19.20</i>	<i>\$ -</i>	<i>\$ 4.61</i>	<i>\$ -</i>	<i>7.5</i>	<i>\$ 23.81</i>	<i>\$ 33.41</i>	<i>\$ 43.01</i>
<i>Trainee after 975 hours</i>	<i>A, C, D, E, F \$ 20.20</i>	<i>F \$ 10.57</i>	<i>\$ 4.61</i>	<i>G \$ 0.78</i>	<i>7.5</i>	<i>\$ 36.16</i>	<i>\$ 46.26</i>	<i>\$ 56.36</i>
<i>Trainee after 1950 hours</i>	<i>A, C, D, E, F \$ 21.20</i>	<i>F \$ 10.57</i>	<i>\$ 4.61</i>	<i>G \$ 0.82</i>	<i>7.5</i>	<i>\$ 37.20</i>	<i>\$ 47.80</i>	<i>\$ 58.40</i>
<i>Trainee after 2925 hours</i>	<i>A, C, D, E, F \$ 22.15</i>	<i>F \$ 10.57</i>	<i>\$ 4.61</i>	<i>G \$ 0.85</i>	<i>7.5</i>	<i>\$ 38.18</i>	<i>\$ 49.26</i>	<i>\$ 60.33</i>
Scaffold / Bos'n Chair	A, B, D, E \$ 28.31	F \$ 10.57	\$ 4.61	G \$ 1.63	7.5	\$ 45.12	\$ 59.28	\$ 73.43
<i>Trainee 0 - 975 hours</i>	<i>A, C, D, E, F \$ 19.70</i>	<i>\$ 10.57</i>	<i>\$ 4.61</i>	<i>\$ -</i>	<i>7.5</i>	<i>\$ 34.88</i>	<i>\$ 44.73</i>	<i>\$ 54.58</i>
<i>Trainee after 975 hours</i>	<i>A, C, D, E, F \$ 21.70</i>	<i>F \$ 10.57</i>	<i>\$ 4.61</i>	<i>G \$ 0.83</i>	<i>7.5</i>	<i>\$ 37.71</i>	<i>\$ 48.56</i>	<i>\$ 59.41</i>
<i>Trainee after 1950 hours</i>	<i>A, C, D, E, F \$ 22.70</i>	<i>F \$ 10.57</i>	<i>\$ 4.61</i>	<i>G \$ 0.87</i>	<i>7.5</i>	<i>\$ 38.75</i>	<i>\$ 50.10</i>	<i>\$ 61.45</i>
<i>Trainee after 2925 hours</i>	<i>A, C, D, E, F \$ 24.61</i>	<i>F \$ 10.57</i>	<i>\$ 4.61</i>	<i>G \$ 0.95</i>	<i>7.5</i>	<i>\$ 40.74</i>	<i>\$ 53.05</i>	<i>\$ 65.35</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 \$1,718.31 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	\$ 0.99	\$ 1.25	\$ 1.55	\$ 2.07
Scaffold / Bos'n Chair	\$ 1.09	\$ 1.32	\$ 1.63	\$ 2.18

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. **1.5X Overtime Calculation:** 1.5X overtime rates = (1.5*basic hourly rate) + Health & Welfare + Pension + Vacation. Doubletime is due after 12 hours in a day and on Sundays provided the employee has worked 37.5 hours in the preceding Monday-Friday. **2X Overtime Calculation:** 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, 2020 to March 31, 2023.

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 but not limited to individuals engaged in 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 contract.

Rates effective until November 30, 2023.

Classification	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
	Basic Hourly Rate	Health & Welfare	Pension	Vacation at 5 years shown Tiered at years 1, 2, 5, 10, 15, and 20.	Other	Hours	Total Hourly Rate	1.5 X Basic Hourly Rate	2 X Basic Hourly Rate
Parking Employee	A, B, C \$ 27.48	D \$ 9.72	\$ 2.79	F \$ 1.59	\$ 0.50	8	\$ 42.08	\$ 45.60	\$ 59.34
Trainee 1-12 months	A, B, C \$ 19.86	D \$ 9.72	E \$ 2.79	\$ -	\$ 0.50	8	\$ 32.87	\$ 32.58	\$ 42.51

21C.3 Table 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 shall receive 10% premium on their basic hourly rate for entire shift if 4 or more hours are worked between 10:00pm – 6:30am.

C. Recognized holidays: New Year's Day, Martin Luther King, Jr. Birthday, President's Day, Memorial Day, Juneteenth, 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, Juneteenth, 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 at 2.5 times straight hourly rate.

D. Contributions are capped \$1,682 per month. Health and Welfare amounts are not included in Overtime Rates in this table. 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. 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 \$2.49 after the 90th calendar day of employment. A supplemental payment of \$0.30 is required in the 4th month & thereafter.

F. Vacation for Parking Employee after 1 year = \$0.53, 2 years = \$1.06, 5 years = \$1.59, 10 years = \$2.11, 15 years = \$2.64, 20 years = \$3.17.

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.

I. Overtime: 1.5X overtime rates = (1.5 x basic hourly rate) + Pension + Vacation. Any time worked over 8 hours in one day, over 40 hours in one week, or any work on the 6th consecutive day is paid at 1.5X rate. 2x overtime rates = (2 x basic hourly rate) + Pension + Vacation. Any time worked over 12 hours in one day or on the 7th consecutive day is paid at 2X rate.

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, 2022 through November 30, 2026.

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 but not limited to individuals engaged in 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 contract.

Rates from December 1, 2023 until November 30, 2024

Classification	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
	Basic Hourly Rate	Health & Welfare	Pension	Vacation at 5 years shown Tiered at years 1, 2, 5, 10, 15, and 20.	Other	Hours	Total Hourly Rate	1.5 X Basic Hourly Rate	2 X Basic Hourly Rate
Parking Employee	A, B, C \$ 28.58	D \$ 10.31	\$ 2.94	F \$ 1.65	\$ 0.50	8	\$ 43.98	\$ 47.46	\$ 61.75
Trainee 1-12 months	A, B, C \$ 20.65	D \$ 10.31	E \$ 2.94	\$ -	\$ 0.50	8	\$ 34.40	\$ 33.92	\$ 44.24

21C.3 Table 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 shall receive 10% premium on their basic hourly rate for entire shift if 4 or more hours are worked between 10:00pm – 6:30am.
- C. Recognized holidays: New Year's Day, Martin Luther King, Jr. Birthday, President's Day, Memorial Day, Juneteenth, 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, Juneteenth, 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 at 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. Contributions are capped at \$1,783 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 \$2.59 after the 90th calendar day of employment. A supplemental payment of \$0.35 is required in the 4th month & thereafter.
- F. Vacation for Parking Employee after 1 year = \$0.55, 2 years = \$1.10, 5 years = \$1.65, 10 years = \$2.20, 15 years = \$2.75, 20 years = \$3.30.
- 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.
- I. Overtime: 1.5X overtime rates = (1.5 x basic hourly rate) + Pension + Vacation. Any time worked over 8 hours in one day, over 40 hours in one week, or any work on the 6th consecutive day is paid at 1.5X rate. 2x overtime rates = (2 x basic hourly rate) + Pension + Vacation. Any time worked over 12 hours in one day or on the 7th consecutive day is paid at 2X rate.

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, 2022 through November 30, 2026.

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 but not limited to individuals engaged in 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 contract.

Rates from December 1, 2024 until November 30, 2025

Classification	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
	Basic Hourly Rate	Health & Welfare	Pension	Vacation at 5 years shown Tiered at years 1, 2, 5, 10, 15, and 20.	Other	Hours	Total Hourly Rate	1.5 X Basic Hourly Rate	2 X Basic Hourly Rate
Parking Employee	A, B, C \$ 29.58	D \$ 10.92	\$ 3.09	F \$ 1.71	\$ 0.50	8	\$ 45.80	\$ 49.17	\$ 63.96
Trainee 1-12 months	A, B, C \$ 21.37	D \$ 10.92	E \$ 3.09	\$ -	\$ 0.50	8	\$ 35.88	\$ 35.15	\$ 45.83

21C.3 Table 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 shall receive 10% premium on their basic hourly rate for entire shift if 4 or more hours are worked between 10:00pm – 6:30am.
- C. Recognized holidays: New Year's Day, Martin Luther King, Jr. Birthday, President's Day, Memorial Day, Juneteenth, 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, Juneteenth, 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 at 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. Contributions are capped at \$1,890 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 \$2.69 after the 90th calendar day of employment. A supplemental payment of \$0.40 is required in the 4th month & thereafter.
- F. Vacation for Parking Employee after 1 year = \$0.57, 2 years = \$1.14, 5 years = \$1.71, 10 years = \$2.28, 15 years = \$2.84, 20 years = \$3.41.
- 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.
- I. Overtime: 1.5X overtime rates = (1.5 x basic hourly rate) + Pension + Vacation. Any time worked over 8 hours in one day, over 40 hours in one week, or any work on the 6th consecutive day is paid at 1.5X rate. 2x overtime rates = (2 x basic hourly rate) + Pension + Vacation. Any time worked over 12 hours in one day or on the 7th consecutive day is paid at 2X rate.

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, 2022 through November 30, 2026.

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 but not limited to individuals engaged in 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 contract.

Rates from December 1, 2025 until November 30, 2026

Classification	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
	Basic Hourly Rate	Health & Welfare	Pension	Vacation at 5 years shown Tiered at years 1, 2, 5, 10, 15, and 20.	Other	Hours	Total Hourly Rate	1.5 X Basic Hourly Rate	2 X Basic Hourly Rate
Parking Employee	A, B, C \$ 30.62	D \$ 11.58	\$ 3.24	F \$ 1.77	\$ 0.50	8	\$ 47.70	\$ 50.94	\$ 66.25
Trainee 1-12 months	A, B, C \$ 22.12	D \$ 11.58	E \$ 3.24	\$ -	\$ 0.50	8	\$ 37.44	\$ 36.42	\$ 47.48

21C.3 Table 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 shall receive 10% premium on their basic hourly rate for entire shift if 4 or more hours are worked between 10:00pm – 6:30am.

C. Recognized holidays: New Year's Day, Martin Luther King, Jr. Birthday, President's Day, Memorial Day, Juneteenth, 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, Juneteenth, 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 at 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. Contributions are capped at \$2,003 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 \$2.79 after the 90th calendar day of employment. A supplemental payment of \$0.45 is required in the 4th month & thereafter.

F. Vacation for Parking Employee after 1 year = \$0.59, 2 years = \$1.18, 5 years = \$1.77, 10 years = \$2.36, 15 years = \$2.94, 20 years = \$3.53.

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.

I. Overtime: 1.5X overtime rates = (1.5 x basic hourly rate) + Pension + Vacation. Any time worked over 8 hours in one day, over 40 hours in one week, or any work on the 6th consecutive day is paid at 1.5X rate. 2x overtime rates = (2 x basic hourly rate) + Pension + Vacation. Any time worked over 12 hours in one day or on the 7th consecutive day is paid at 2X rate.

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, 2022 through November 30, 2026.

San Francisco Administrative Code Section 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.

San Francisco (See charts for other locations)

<i>Rates effective until June 30, 2024.</i>	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
CLASSIFICATION (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	\$ 40.83	\$ 6.83	\$ 4.59	\$ 3.27	\$ 0.22	D, E 8	\$ 55.74	F \$ 76.15	G \$ 96.57
Multi-source and C2 computer technicians for breakout rooms and events or theme parties without entertainment.	A, B, C	\$ 48.36	\$ 8.10	\$ 5.43	\$ 3.87	\$ 0.26	D, E 8	\$ 66.02	F \$ 90.20	G \$ 114.38
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	\$ 52.02	\$ 8.71	\$ 5.84	\$ 4.16	\$ 0.28	D, E 8	\$ 71.01	F \$ 97.02	G \$ 123.03
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 58.07	\$ 9.72	\$ 6.52	\$ 4.65	\$ 0.31	D, E 8	\$ 79.27	F \$ 108.30	G \$ 137.34

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	\$ 223.46	\$ 37.41	\$ 25.10	\$ 17.88	\$ 1.21	8	\$ 305.06	F \$ 416.79	G \$ 528.52
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 242.11	\$ 40.53	\$ 27.19	\$ 19.37	\$ 1.31	8	\$ 330.51	F \$ 451.56	G \$ 572.62

Table continued on the following page

CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate		Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
	Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master 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, H	\$ 266.33	\$ 44.58	\$ 29.91	\$ 21.31	\$ 1.44	8	\$ 363.57	F \$ 496.73

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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. 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 overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid 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. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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 Treasure Island Music Festival Collective Bargaining Agreement between Another Planet Entertainment 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, 2023 through June 30, 2028.

San Francisco Administrative Code Section 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.

For Events at Bill Graham

Rates effective until June 30, 2024. CLASSIFICATION (JOURNEY LEVEL)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME				
	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X		2X			
Stage Employees	A, B, C	\$ 39.06	\$ 6.54	\$ 4.39	\$ 3.12	\$ 0.21	D, E	8	\$ 53.32	F	\$ 72.85	G	\$ 92.38
Rigger	A, B, C	\$ 46.28	\$ 7.75	\$ 5.20	\$ 3.70	\$ 0.25	D, E	8	\$ 63.18	F	\$ 86.32	G	\$ 109.46
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 49.81	\$ 8.34	\$ 5.59	\$ 3.98	\$ 0.27	D, E	8	\$ 67.99	F	\$ 92.90	G	\$ 117.80

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.

Stage Employees	A, B, C	\$ 175.75	\$ 29.42	\$ 19.74	\$ 14.06	\$ 0.95			\$ 239.92	F	\$ 327.80	G	\$ 415.67
Riggers	A, B, C	\$ 208.28	\$ 34.87	\$ 23.39	\$ 16.66	\$ 1.12			\$ 284.32	F	\$ 388.46	G	\$ 492.60

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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. 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 overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
 - G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid 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. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
 - H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.
- 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 Treasure Island Music Festival Collective Bargaining Agreement between Another Planet Entertainment 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, 2023 through June 30, 2028.

San Francisco Administrative Code Section 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.

For Events at Golden Gate Park

Rates effective until June 30, 2024. CLASSIFICATION (JOURNEY LEVEL)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X	
Traditional Stage Crafts: (Carpenters/ Electricians/Props/A2/Riggers/Video Utility - Camera)	A, B, C \$ 48.03	\$ 8.04	\$ 5.39	\$ 3.84	\$ 0.26	D, E 8	\$ 65.56	F \$ 89.58	G \$ 113.59	
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H \$ 53.86	\$ 9.02	\$ 6.05	\$ 4.31	\$ 0.29	D, E 8	\$ 73.53	F \$ 100.46	G \$ 127.39	

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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. 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 overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid 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. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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 Treasure Island Music Festival Collective Bargaining Agreement between Another Planet Entertainment 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, 2023 through June 30, 2028.

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San Francisco (See charts for other locations)

<i>Rates effective July 1, 2024 to June 30, 2025.</i>										
CLASSIFICATION (JOURNEY LEVEL)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	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	\$ 42.46	\$ 7.11	\$ 4.77	\$ 3.40	\$ 0.23	D, E 8	\$ 57.97	F \$ 79.20	G \$ 100.43
Multi-source and C2 computer technicians for breakout rooms and events or theme parties without entertainment.	A, B, C	\$ 50.29	\$ 8.42	\$ 5.65	\$ 4.02	\$ 0.27	D, E 8	\$ 68.66	F \$ 93.81	G \$ 118.95
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	\$ 54.10	\$ 9.06	\$ 6.08	\$ 4.33	\$ 0.29	D, E 8	\$ 73.86	F \$ 100.91	G \$ 127.96
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 60.39	\$ 10.11	\$ 6.78	\$ 4.83	\$ 0.33	D, E 8	\$ 82.44	F \$ 112.64	G \$ 142.84

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	\$ 232.40	\$ 38.90	\$ 26.10	\$ 18.59	\$ 1.25	8	\$ 317.24	F \$ 433.44	G \$ 549.64
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 251.80	\$ 42.15	\$ 28.28	\$ 20.14	\$ 1.36	8	\$ 343.73	F \$ 469.63	G \$ 595.53

Table continued on the following page

CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate		Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master 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, H	\$ 276.98	\$ 46.37	\$ 31.11	\$ 22.16	\$ 1.50	8	\$ 378.12	F \$ 516.61	G \$ 655.11

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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. 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 overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid 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. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

Note on Rigging & Safety: A minimum of 3 technicians are required when fall protection gear is in use.

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San Francisco Administrative Code Section 21C.4 - Theatrical Workers

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For Events at Bill Graham

Rates effective July 1, 2024 to June 30, 2025. CLASSIFICATION (JOURNEY LEVEL)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME				
	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X				
Stage Employees	A, B, C	\$ 40.23	\$ 6.73	\$ 4.52	\$ 3.22	\$ 0.22	D, E	8	\$ 54.92	F	\$ 75.03	G	\$ 95.15
Rigger	A, B, C	\$ 47.67	\$ 7.98	\$ 5.35	\$ 3.81	\$ 0.26	D, E	8	\$ 65.07	F	\$ 88.91	G	\$ 112.74
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 51.30	\$ 8.59	\$ 5.76	\$ 4.10	\$ 0.28	D, E	8	\$ 70.03	F	\$ 95.68	G	\$ 121.33

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.

Stage Employees	A, B, C	\$ 181.04	\$ 30.31	\$ 20.33	\$ 14.48	\$ 0.98			\$ 247.14	F	\$ 337.66	G	\$ 428.18
Riggers	A, B, C	\$ 214.52	\$ 35.91	\$ 24.09	\$ 17.16	\$ 1.16			\$ 292.84	F	\$ 400.10	G	\$ 507.36

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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. 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 overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid 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. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

Note on Rigging & Safety: A minimum of 3 technicians are required when fall protection gear is in use.

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San Francisco Administrative Code Section 21C.4 - Theatrical Workers

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For Events at Golden Gate Park

Rates effective July 1, 2024 to June 30, 2025.	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
Traditional Stage Crafts: (Carpenters/ Electricians/Props/A2/Riggers/Video Utility - Camera)	A, B, C	\$ 49.47	\$ 8.28	\$ 5.56	\$ 3.96	\$ 0.27	D, E 8	\$ 67.54	F \$ 92.27	G \$ 117.01
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 55.48	\$ 9.29	\$ 6.23	\$ 4.44	\$ 0.30	D, E 8	\$ 75.74	F \$ 103.48	G \$ 131.22

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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. 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 overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid 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. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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San Francisco (See charts for other locations)

<i>Rates effective July 1, 2025 to June 30, 2026.</i>										
CLASSIFICATION (JOURNEY LEVEL)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	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	\$ 43.73	\$ 7.32	\$ 4.91	\$ 3.50	\$ 0.24	D, E 8	\$ 59.70	F \$ 81.56	G \$ 103.43
Multi-source and C2 computer technicians for breakout rooms and events or theme parties without entertainment.	A, B, C	\$ 51.80	\$ 8.67	\$ 5.82	\$ 4.14	\$ 0.28	D, E 8	\$ 70.72	F \$ 96.62	G \$ 122.52
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	\$ 55.72	\$ 9.33	\$ 6.26	\$ 4.46	\$ 0.30	D, E 8	\$ 76.07	F \$ 103.93	G \$ 131.80
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 62.20	\$ 10.41	\$ 6.99	\$ 4.98	\$ 0.34	D, E 8	\$ 84.92	F \$ 116.02	G \$ 147.13

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	\$ 239.37	\$ 40.07	\$ 26.89	\$ 19.15	\$ 1.29	8	\$ 326.77	F \$ 446.46	G \$ 566.14
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 259.35	\$ 43.42	\$ 29.13	\$ 20.75	\$ 1.40	8	\$ 354.05	F \$ 483.73	G \$ 613.41

Table continued on the following page

CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate		Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
	Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master 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, H	\$ 285.29	\$ 47.76	\$ 32.04	\$ 22.82	\$ 1.54	8	\$ 389.46	F \$ 532.10

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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. 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 overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid 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. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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San Francisco Administrative Code Section 21C.4 - Theatrical Workers

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For Events at Bill Graham

CLASSIFICATION (JOURNEY LEVEL)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME				
	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X				
Stage Employees	A, B, C	\$ 41.44	\$ 6.94	\$ 4.65	\$ 3.32	\$ 0.22	D, E	8	\$ 56.57	F	\$ 77.29	G	\$ 98.01
Rigger	A, B, C	\$ 49.10	\$ 8.22	\$ 5.51	\$ 3.93	\$ 0.27	D, E	8	\$ 67.03	F	\$ 91.58	G	\$ 116.13
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 52.84	\$ 8.85	\$ 5.93	\$ 4.23	\$ 0.29	D, E	8	\$ 72.14	F	\$ 98.56	G	\$ 124.98

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.

Stage Employees	A, B, C	\$ 186.48	\$ 31.22	\$ 20.95	\$ 14.92	\$ 1.01		\$ 254.58	F	\$ 347.82	G	\$ 441.06
Riggers	A, B, C	\$ 220.95	\$ 36.99	\$ 24.82	\$ 17.68	\$ 1.19		\$ 301.63	F	\$ 412.10	G	\$ 522.58

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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. 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 overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid 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. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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San Francisco Administrative Code Section 21C.4 - Theatrical Workers

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For Events at Golden Gate Park

Rates effective July 1, 2025 to June 30, 2026.	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
Traditional Stage Crafts: (Carpenters/ Electricians/Props/A2/Riggers/Video Utility - Camera)	A, B, C	\$ 50.95	\$ 8.53	\$ 5.72	\$ 4.08	\$ 0.28	D, E 8	\$ 69.56	F \$ 95.03	G \$ 120.51
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 57.14	\$ 9.57	\$ 6.42	\$ 4.57	\$ 0.31	D, E 8	\$ 78.01	F \$ 106.58	G \$ 135.15

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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. 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.
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- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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San Francisco (See charts for other locations)

<i>Rates effective July 1, 2026 to June 30, 2027.</i>										
CLASSIFICATION (JOURNEY LEVEL)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	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	\$ 45.04	\$ 7.54	\$ 5.06	\$ 3.60	\$ 0.24	D, E 8	\$ 61.48	F \$ 84.00	G \$ 106.52
Multi-source and C2 computer technicians for breakout rooms and events or theme parties without entertainment.	A, B, C	\$ 53.35	\$ 8.93	\$ 5.99	\$ 4.27	\$ 0.29	D, E 8	\$ 72.83	F \$ 99.50	G \$ 126.18
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	\$ 57.39	\$ 9.61	\$ 6.45	\$ 4.59	\$ 0.31	D, E 8	\$ 78.35	F \$ 107.05	G \$ 135.74
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 64.07	\$ 10.73	\$ 7.20	\$ 5.13	\$ 0.35	D, E 8	\$ 87.48	F \$ 119.51	G \$ 151.55

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	\$ 246.55	\$ 41.27	\$ 27.69	\$ 19.72	\$ 1.33	8	\$ 336.57	F \$ 459.84	G \$ 583.12
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 267.13	\$ 44.72	\$ 30.00	\$ 21.37	\$ 1.44	8	\$ 364.67	F \$ 498.23	G \$ 631.80

Table continued on the following page

CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate		Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master 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, H	\$ 293.85	\$ 49.19	\$ 33.01	\$ 23.51	\$ 1.59	8	\$ 401.15	F \$ 548.08	G \$ 695.00

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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. 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 overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid 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. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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For Events at Bill Graham

Rates effective July 1, 2026 to June 30, 2027.	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
Stage Employees	A, B, C	\$ 42.68	\$ 7.14	\$ 4.79	\$ 3.41	\$ 0.23	D, E 8	\$ 58.25	F \$ 79.59	G \$ 100.93
Rigger	A, B, C	\$ 50.57	\$ 8.47	\$ 5.68	\$ 4.05	\$ 0.27	D, E 8	\$ 69.04	F \$ 94.32	G \$ 119.61
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 54.43	\$ 9.11	\$ 6.11	\$ 4.35	\$ 0.29	D, E 8	\$ 74.29	F \$ 101.51	G \$ 128.72

Show Call Rates - Commercial, Industrial and Product Demonstration Shows - Not Hourly Rates

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Stage Employees	A, B, C	\$ 192.06	\$ 32.15	\$ 21.57	\$ 15.36	\$ 1.04		\$ 262.18	F \$ 358.21	G \$ 454.24
Riggers	A, B, C	\$ 227.57	\$ 38.10	\$ 25.56	\$ 18.21	\$ 1.23		\$ 310.67	F \$ 424.45	G \$ 538.24

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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. 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 overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
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- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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For Events at Golden Gate Park

Rates effective July 1, 2026 to June 30, 2027.	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
Traditional Stage Crafts: (Carpenters/ Electricians/Props/A2/Riggers/Video Utility - Camera)	A, B, C	\$ 52.48	\$ 8.79	\$ 5.89	\$ 4.20	\$ 0.28	D, E 8	\$ 71.64	F \$ 97.88	G \$ 124.12
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 58.85	\$ 9.85	\$ 6.61	\$ 4.71	\$ 0.32	D, E 8	\$ 80.34	F \$ 109.76	G \$ 139.19

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, scissor 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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. If an employee works less than the minimum call, the remaining hours are paid at the rate the shift started at.
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San Francisco (See charts for other locations)

<i>Rates effective July 1, 2027 to June 30, 2028.</i>	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
CLASSIFICATION (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	\$ 46.39	\$ 7.77	\$ 5.21	\$ 3.71	\$ 0.25	D, E 8	\$ 63.33	F \$ 86.53	G \$ 109.72
Multi-source and C2 computer technicians for breakout rooms and events or theme parties without entertainment.	A, B, C	\$ 54.95	\$ 9.20	\$ 6.17	\$ 4.40	\$ 0.30	D, E 8	\$ 75.02	F \$ 102.49	G \$ 129.97
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	\$ 59.11	\$ 9.90	\$ 6.64	\$ 4.73	\$ 0.32	D, E 8	\$ 80.70	F \$ 110.26	G \$ 139.81
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 65.99	\$ 11.05	\$ 7.41	\$ 5.28	\$ 0.36	D, E 8	\$ 90.09	F \$ 123.09	G \$ 156.09

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	\$ 253.95	\$ 42.51	\$ 28.52	\$ 20.32	\$ 1.37	8	\$ 346.66	F \$ 473.64	G \$ 600.61
Spot light operators, camera operators per show call, three (3) hour maximum under commercial, industrial conditions else, four (4) hour maximum.	A, B, C	\$ 275.15	\$ 46.06	\$ 30.90	\$ 22.01	\$ 1.49	8	\$ 375.61	F \$ 513.18	G \$ 650.76

Table continued on the following page

CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate		Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master 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, H	\$ 302.66	\$ 50.67	\$ 33.99	\$ 24.21	\$ 1.63	8	\$ 413.16	F \$ 564.49	G \$ 715.82

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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. 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 overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid 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. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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 Treasure Island Music Festival Collective Bargaining Agreement between Another Planet Entertainment 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, 2023 through June 30, 2028.

San Francisco Administrative Code Section 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.

For Events at Bill Graham

Rates effective July 1, 2027 to June 30, 2028.	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
Stage Employees	A, B, C	\$ 43.96	\$ 7.36	\$ 4.94	\$ 3.52	\$ 0.24	D, E 8	\$ 60.02	F \$ 82.00	G \$ 103.98
Rigger	A, B, C	\$ 52.09	\$ 8.72	\$ 5.85	\$ 4.17	\$ 0.28	D, E 8	\$ 71.11	F \$ 97.15	G \$ 123.20
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 56.06	\$ 9.38	\$ 6.30	\$ 4.48	\$ 0.30	D, E 8	\$ 76.52	F \$ 104.55	G \$ 132.58

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.

Stage Employees	A, B, C	\$ 197.82	\$ 33.12	\$ 22.22	\$ 15.83	\$ 1.07		\$ 270.06	F \$ 368.97	G \$ 467.88
Riggers	A, B, C	\$ 234.41	\$ 39.24	\$ 26.33	\$ 18.75	\$ 1.27		\$ 320.00	F \$ 437.21	G \$ 554.41

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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. 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 overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid 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. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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 Treasure Island Music Festival Collective Bargaining Agreement between Another Planet Entertainment 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, 2023 through June 30, 2028.

San Francisco Administrative Code Section 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.

For Events at Golden Gate Park

Rates effective July 1, 2027 to June 30, 2028.	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	CLASSIFICATION (JOURNEY LEVEL)	Basic Hourly Rate	Health & Welfare	Pension	Vacation	Training	Hours	Total Hourly Rate	1.5X	2X
Traditional Stage Crafts: (Carpenters/ Electricians/Props/A2/Riggers/Video Utility - Camera)	A, B, C	\$ 52.48	\$ 8.79	\$ 5.89	\$ 4.20	\$ 0.28	D, E 8	\$ 71.64	F \$ 97.88	G \$ 124.12
Master Technician: master sound technician, master electrician, master carpenter, head rigger, head video, or property master	A, B, C, H	\$ 58.85	\$ 9.85	\$ 6.61	\$ 4.71	\$ 0.32	D, E 8	\$ 80.34	F \$ 109.76	G \$ 139.19

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 calls for Master Technicians would be 8 hrs, extra technicians would be 5 hrs. On show days all technicians receive an 8 hr minimum. 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 overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training). Any work performed after 8 hours in one day or 40 hours in a week will be at 1.5X rate. All work performed on sixth day of work between 7:00am and 12:00am midnight in a week is paid at 1.5X rate.
- G. 2X Overtime: 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Vacation + Training. 2X Overtime is due for work performed in excess of 12 hours in a day. 2X rate paid 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. Calls starting between 6:00 a.m. and 8:00 a.m. are paid at 2X Overtime for the time prior to 8 am.
- H. Whenever a master sound technician, master electrician, master carpenter, head rigger, head video, or property master is required to set up a show by virtue of installing equipment, patching, cueing and performs said work during the show, that employee shall be paid at the master technician rate.

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 Treasure Island Music Festival Collective Bargaining Agreement between Another Planet Entertainment 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, 2023 through June 30, 2028.

San Francisco 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.

Rates effective until December 31, 2023.

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	\$ 58.57	\$ 3.38	D \$ 12.93	E \$ 17.64	8	\$ 92.52	\$ 121.81	\$ 151.09
Helper/Driver	\$ 55.79	\$ 3.22	D \$ 12.93	E \$ 17.64	8	\$ 89.58	\$ 117.48	\$ 145.37

21C.5 Table 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, Indigenous Peoples' 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	\$ 1.13	\$ 2.26	\$ 3.39	\$ 4.52	\$ 5.65	\$ 6.78	\$ 7.91	\$ 9.04
Helper Rate	\$ 1.07	\$ 2.15	\$ 3.22	\$ 4.29	\$ 5.36	\$ 6.44	\$ 7.51	\$ 8.58

D. Subject to Change: 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. Subject to Change: Base pension contributions for all employees are \$12.36/hour. Employees who work 80 hours or more per month and have been employed for at least 120 days receive pension payments of \$17.64/hour.

F. 1.5X Overtime rates = (1.5 x basic hourly rate) + vacation + health and welfare + pension. All work over 8 hours in one day and 40 hours in one week is paid at 1.5X rate. All work performed on Saturday is paid at 1.5X rate for 8 hours minimum call. 2X Overtime rates = (2 x basic hourly rate) + vacation + health and welfare + pension. All work over 12 hours in one day is paid at 2X rate. All work performed on Sunday is paid at 2X rate for 8 hours minimum call.

Note 1: Each worker shall receive \$450 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 at the rate in which the unused hours were accrued.

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, 2022 to December 31, 2026.

San Francisco 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.

Rates effective from January 1, 2024 until December 31, 2024.

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	\$ 60.62	\$ 3.50	D \$ 13.30	E \$ 17.64	8	\$ 95.06	\$ 125.37	\$ 155.68
Helper/Driver	\$ 57.75	\$ 3.33	D \$ 13.30	E \$ 17.64	8	\$ 92.02	\$ 120.90	\$ 149.77

21C.5 Table 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, Indigenous Peoples' 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	\$ 1.17	\$ 2.33	\$ 3.50	\$ 4.66	\$ 5.83	\$ 6.99	\$ 8.16	\$ 9.33
Helper Rate	\$ 1.11	\$ 2.22	\$ 3.33	\$ 4.44	\$ 5.55	\$ 6.66	\$ 7.77	\$ 8.88

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. Subject to Change: Base pension contributions for all employees are \$12.36/hour. Employees who work 80 hours or more per month and have been employed for at least 120 days receive pension payments of \$17.64/hour.

F. 1.5X Overtime rates = (1.5 x basic hourly rate) + vacation + health and welfare + pension. All work over 8 hours in one day and 40 hours in one week is paid at 1.5X rate. All work performed on Saturday is paid at 1.5X rate for 8 hours minimum call. 2X Overtime rates = (2 x basic hourly rate) + vacation + health and welfare + pension. All work over 12 hours in one day is paid at 2X rate. All work performed on Sunday is paid at 2X rate for 8 hours minimum call.

Note 1: Each worker shall receive \$450 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 at the rate in which the unused hours were accrued.

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, 2022 to December 31, 2026.

San Francisco 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.

Rates effective from January 1, 2025 until December 31, 2025.

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	\$ 62.74	\$ 3.62	D \$ 13.30	E \$ 17.64	8	\$ 97.30	\$ 128.67	\$ 160.04
Helper/Driver	\$ 59.77	\$ 3.45	D \$ 13.30	E \$ 17.64	8	\$ 94.16	\$ 124.05	\$ 153.93

21C.5 Table 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, Indigenous Peoples' 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	\$ 1.21	\$ 2.41	\$ 3.62	\$ 4.83	\$ 6.03	\$ 7.24	\$ 8.45	\$ 9.65
Helper Rate	\$ 1.15	\$ 2.30	\$ 3.45	\$ 4.60	\$ 5.75	\$ 6.90	\$ 8.05	\$ 9.20

D. Subject to Change: 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. Subject to Change: Base pension contributions for all employees are \$12.36/hour. Employees who work 80 hours or more per month and have been employed for at least 120 days receive pension payments of \$17.64/hour.

F. 1.5X Overtime rates = (1.5 x basic hourly rate) + vacation + health and welfare + pension. All work over 8 hours in one day and 40 hours in one week is paid at 1.5X rate. All work performed on Saturday is paid at 1.5X rate for 8 hours minimum call. 2X Overtime rates = (2 x basic hourly rate) + vacation + health and welfare + pension. All work over 12 hours in one day is paid at 2X rate. All work performed on Sunday is paid at 2X rate for 8 hours minimum call.

Note 1: Each worker shall receive \$450 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 at the rate in which the unused hours were accrued.

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, 2022 to December 31, 2026.

San Francisco 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.

Rates effective from January 1, 2026 until superseded.

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	\$ 64.94	\$ 3.75	D \$ 13.30	E \$ 17.64	8	\$ 99.63	\$ 132.10	\$ 164.57
Helper/Driver	\$ 61.86	\$ 3.57	D \$ 13.30	E \$ 17.64	8	\$ 96.37	\$ 127.30	\$ 158.23

21C.5 Table 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, Indigenous Peoples' 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	\$ 1.25	\$ 2.50	\$ 3.75	\$ 5.00	\$ 6.24	\$ 7.49	\$ 8.74	\$ 9.99
Helper Rate	\$ 1.19	\$ 2.38	\$ 3.57	\$ 4.76	\$ 5.95	\$ 7.14	\$ 8.33	\$ 9.52

D. Subject to Change: 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. Subject to Change: Base pension contributions for all employees are \$12.36/hour. Employees who work 80 hours or more per month and have been employed for at least 120 days receive pension payments of \$17.64/hour.

F. 1.5X Overtime rates = (1.5 x basic hourly rate) + vacation + health and welfare + pension. All work over 8 hours in one day and 40 hours in one week is paid at 1.5X rate. All work performed on Saturday is paid at 1.5X rate for 8 hours minimum call. 2X Overtime rates = (2 x basic hourly rate) + vacation + health and welfare + pension. All work over 12 hours in one day is paid at 2X rate. All work performed on Sunday is paid at 2X rate for 8 hours minimum call.

Note 1: Each worker shall receive \$450 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 at the rate in which the unused hours were accrued.

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, 2022 to December 31, 2026.

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.

Rates effective until August 31, 2024.

Craft	Basic Hourly Rate	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
		B Health & Welfare	Pension	Other	Vacation	Hours	Total Hourly Rate	1.5 X	2 X	
Mover, Packer, Crater, Helper	A \$ 23.90	\$ 11.34	\$ 1.67	\$ 1.11	\$ 1.50	8.00	\$ 39.52	\$ 51.47	\$ 63.42	
Driver	A \$ 24.75	\$ 11.34	\$ 1.67	\$ 1.11	\$ 1.50	8.00	\$ 40.37	\$ 52.75	\$ 65.12	

21C.6 Table 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 \$20,412 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. Holidays not worked are unpaid.

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, 2021 through August 31, 2023.

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.

Rates effective from September 1, 2024 until superseded

Craft	EMPLOYER PAYMENTS						STRAIGHT-TIME	OVERTIME	
	Basic Hourly Rate	B Health & Welfare	Pension	Other	Vacation	Hours	Total Hourly Rate	1.5 X	2 X
Mover, Packer, Crater, Helper	A \$ 24.65	\$ 11.72	\$ 1.84	\$ 1.14	\$ 1.60	8.00	\$ 40.95	\$ 53.28	\$ 65.60
Driver	A \$ 25.50	\$ 11.72	\$ 1.84	\$ 1.14	\$ 1.60	8.00	\$ 41.80	\$ 54.55	\$ 67.30

21C.6 Table 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 \$21,096 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. Holidays not worked are unpaid.

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, 2021 through August 31, 2023.

San Francisco Administrative Code Section 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.

Effective from July 1, 2023 until June 30, 2024

Classification	EMPLOYER PAYMENTS							STRAIGHT-TIME		OVERTIME			
	Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	2 X			
Journeyman Installer	A, B, C D	\$ 46.85	\$ 3.28	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 77.48	E	\$ 97.63	F	\$ 121.05

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.

Classification	Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	2 X
Swing Stage / Hightime Rates	\$ 51.54	\$ 3.61	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 82.50	\$ 104.66	\$ 130.43

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	2 X
Apprentice Level 1	60%	\$ 28.11	\$ 1.97	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 57.43	\$ 69.52	\$ 83.57
Apprentice Level 2	67%	\$ 31.39	\$ 2.20	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 60.94	\$ 74.44	\$ 90.13
Apprentice Level 3	74%	\$ 34.67	\$ 2.43	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 64.45	\$ 79.36	\$ 96.69
Apprentice Level 4	81%	\$ 37.95	\$ 2.66	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 67.96	\$ 84.28	\$ 103.25
Apprentice Level 5	88%	\$ 41.23	\$ 2.89	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 71.47	\$ 89.20	\$ 109.81
Apprentice Level 6	95%	\$ 44.51	\$ 3.12	\$ 14.55	\$ 11.50	\$ 0.17	\$ 1.13	8	\$ 74.98	\$ 94.12	\$ 116.37

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. 1.5x overtime rates shall be paid for all hours between 5pm and 10pm and 5am to 8am Monday through Friday, first 4 hours worked between 5am and 12pm on Saturdays; after 8 hours of straight time.

F. 2X 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, 2022 – June 30, 2026.

San Francisco Administrative Code Section 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.

Effective from July 1, 2024 until June 30, 2025

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
Journeyman Installer	A, B, C D	\$ 48.25	\$ 3.38	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 79.98	E \$ 100.73	F \$ 124.85

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	\$ 53.08	\$ 3.72	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 85.15	\$ 107.97	\$ 134.51

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	2 X
Apprentice Level 1	60%	\$ 28.95	\$ 2.03	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 59.33	\$ 71.78	\$ 86.25
Apprentice Level 2	67%	\$ 32.33	\$ 2.26	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 62.94	\$ 76.85	\$ 93.01
Apprentice Level 3	74%	\$ 35.71	\$ 2.50	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 66.56	\$ 81.92	\$ 99.77
Apprentice Level 4	81%	\$ 39.08	\$ 2.74	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 70.17	\$ 86.97	\$ 106.51
Apprentice Level 5	88%	\$ 42.46	\$ 2.97	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 73.78	\$ 92.04	\$ 113.27
Apprentice Level 6	95%	\$ 45.84	\$ 3.21	\$ 15.05	\$ 12.00	\$ 0.17	\$ 1.13	8	\$ 77.40	\$ 97.11	\$ 120.03

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. 1.5x overtime rates shall be paid for all hours between 5pm and 10pm and 5am to 8am Monday through Friday, first 4 hours worked between 5am and 12pm on Saturdays; after 8 hours of straight time.

F. 2X 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, 2022 – June 30, 2026.

San Francisco Administrative Code Section 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.

Effective from July 1, 2025 until superseded

Classification	EMPLOYER PAYMENTS							STRAIGHT-TIME		OVERTIME	
		Basic Hourly Rate	Vacation + Holiday	Health & Welfare	Pension	Other	Training	Hours	Total Hourly Rate	1.5 X	2 X
Journeyman Installer	A, B, C D	\$ 49.65	\$ 3.48	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 82.48	E \$ 103.83	F \$ 128.65

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	\$ 54.62	\$ 3.82	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 87.79	\$ 111.28	\$ 138.59

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	2 X
Apprentice Level 1	60%	\$ 29.79	\$ 2.09	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 61.23	\$ 74.04	\$ 88.93
Apprentice Level 2	67%	\$ 33.27	\$ 2.33	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 64.95	\$ 79.26	\$ 95.89
Apprentice Level 3	74%	\$ 36.74	\$ 2.57	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 68.66	\$ 84.46	\$ 102.83
Apprentice Level 4	81%	\$ 40.22	\$ 2.82	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 72.39	\$ 89.68	\$ 109.79
Apprentice Level 5	88%	\$ 43.69	\$ 3.06	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 76.10	\$ 94.89	\$ 116.73
Apprentice Level 6	95%	\$ 47.17	\$ 3.30	\$ 15.55	\$ 12.50	\$ 0.17	\$ 1.13	8	\$ 79.82	\$ 100.11	\$ 123.69

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. 1.5x overtime rates shall be paid for all hours between 5pm and 10pm and 5am to 8am Monday through Friday, first 4 hours worked between 5am and 12pm on Saturdays; after 8 hours of straight time.

F. 2X 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, 2022 – June 30, 2026.

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.

Rates effective until March 31, 2024

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	\$	98.28	\$ 9.75	\$ 6.26	\$ 0.10	\$ 114.39	\$ 163.53	\$ 212.67
2	Audio Mixer (A1)	\$	95.89	\$ 9.75	\$ 6.14	\$ 0.10	\$ 207.77	\$ 159.83	\$ 207.77
3	Audio Assist (A2)	\$	67.05	\$ 9.75	\$ 4.70	\$ 0.10	\$ 148.65	\$ 115.13	\$ 148.65
4	Specialty Mic Op (A3)	\$	31.53	\$ 9.75	\$ 2.93	\$ 0.10	\$ 75.84	\$ 60.07	\$ 75.84
5	Video Operator (V1)	\$	81.92	\$ 9.75	\$ 5.45	\$ 0.10	\$ 179.14	\$ 138.18	\$ 179.14
6	Camera	\$	73.71	\$ 9.75	\$ 5.04	\$ 0.10	\$ 162.31	\$ 125.45	\$ 162.31
7	Handheld Camera	\$	84.13	\$ 9.75	\$ 5.56	\$ 0.10	\$ 183.67	\$ 141.60	\$ 183.67
8	Robotic Camera	\$	76.91	\$ 9.75	\$ 5.20	\$ 0.10	\$ 168.87	\$ 130.41	\$ 168.87
9	ENG/ RF/ EFP	\$	85.38	\$ 9.75	\$ 5.62	\$ 0.10	\$ 186.23	\$ 143.54	\$ 186.23
10	CPO1- Lead	\$	87.10	\$ 9.75	\$ 5.71	\$ 0.10	\$ 189.76	\$ 146.21	\$ 189.76
11	CPO2	\$	81.92	\$ 9.75	\$ 5.45	\$ 0.10	\$ 179.14	\$ 138.18	\$ 179.14
12	CPO3- R/O	\$	81.45	\$ 9.75	\$ 5.42	\$ 0.10	\$ 178.17	\$ 137.45	\$ 178.17
13	Graphics Operator	\$	81.92	\$ 9.75	\$ 5.45	\$ 0.10	\$ 179.14	\$ 138.18	\$ 179.14
14	Graphics Coord	\$	57.32	\$ 9.75	\$ 4.22	\$ 0.10	\$ 128.71	\$ 100.05	\$ 128.71
15	Phone AD	\$	49.13	\$ 9.75	\$ 3.81	\$ 0.10	\$ 111.92	\$ 87.35	\$ 111.92
16	Tape AD	\$	81.92	\$ 9.75	\$ 5.45	\$ 0.10	\$ 179.14	\$ 138.18	\$ 179.14
17	Stage Manager	\$	57.32	\$ 9.75	\$ 4.22	\$ 0.10	\$ 128.71	\$ 100.05	\$ 128.71
18	Scorebox Operator	\$	44.72	\$ 9.75	\$ 3.59	\$ 0.10	\$ 102.88	\$ 80.52	\$ 102.88
19	Stats	\$	38.78	\$ 9.75	\$ 3.29	\$ 0.10	\$ 90.70	\$ 71.31	\$ 90.70
20	Utility	\$	37.70	\$ 9.75	\$ 3.24	\$ 0.10	\$ 88.49	\$ 69.64	\$ 88.49
21	Time Out Coordinator	\$	44.72	\$ 9.75	\$ 3.59	\$ 0.10	\$ 102.88	\$ 80.52	\$ 102.88
22	Runner	\$	24.58	\$ 9.75	\$ 2.58	\$ 0.10	\$ 61.59	\$ 49.30	\$ 61.59

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, Veterans 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 adder for operated cameras over 7 per show	\$ 53.88	/Camera
TD adder for an additional feed to a 3rd party	\$ 103.00	/Day
Audio Mixer adder for an additional feed to a 3rd party	\$ 103.00	/Day
Adder for non-camera operators running booth camera for less than 20 minutes	\$ 25.00	/Day
Adder for more than 2 inputs	\$ 76.92	/Day
Recordist adder for 3 or more record only devices	\$ 56.65	/Day
Graphics Ops adder when no Graphics Coordinator is engaged	\$ 148.02	/Day
Graphics adder for design, animation, or font creation	\$ 60.00	/Day
Graphics Op adder for manual control of systems due to an automated data failure	\$ 77.25	/Day

Administrative Code Section 21C.9 - Broadcast Services Continued

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	\$	79.70	\$ 9.75	\$ 5.34	\$ 0.10	\$ 94.89	\$ 134.74	\$ 174.59
2	Audio Mixer (A1)	\$	77.70	\$ 9.75	\$ 5.24	\$ 0.10	\$ 92.79	\$ 131.64	\$ 170.49
3	Audio Assist (A2)	\$	50.45	\$ 9.75	\$ 3.87	\$ 0.10	\$ 64.17	\$ 89.40	\$ 114.62
4	Specialty Mic Op (A3)	\$	25.44	\$ 9.75	\$ 2.62	\$ 0.10	\$ 37.91	\$ 50.63	\$ 63.35
5	Video Operator (V1)	\$	63.95	\$ 9.75	\$ 4.55	\$ 0.10	\$ 78.35	\$ 110.32	\$ 142.30
6	Camera	\$	55.65	\$ 9.75	\$ 4.13	\$ 0.10	\$ 69.63	\$ 97.46	\$ 125.28
7	Handheld Camera	\$	63.99	\$ 9.75	\$ 4.55	\$ 0.10	\$ 78.39	\$ 110.38	\$ 142.38
8	Robotic Camera	\$	62.00	\$ 9.75	\$ 4.45	\$ 0.10	\$ 76.30	\$ 107.30	\$ 138.30
9	ENG/ RF/ EFP	\$	67.33	\$ 9.75	\$ 4.72	\$ 0.10	\$ 81.90	\$ 115.56	\$ 149.23
10	CPO1- Lead	\$	76.38	\$ 9.75	\$ 5.17	\$ 0.10	\$ 91.40	\$ 129.59	\$ 167.78
11	CPO2	\$	71.20	\$ 9.75	\$ 4.91	\$ 0.10	\$ 85.96	\$ 121.56	\$ 157.16
12	CPO3- R/O	\$	63.35	\$ 9.75	\$ 4.52	\$ 0.10	\$ 77.72	\$ 109.39	\$ 141.07
13	Graphics Operator	\$	61.03	\$ 9.75	\$ 4.40	\$ 0.10	\$ 75.28	\$ 105.80	\$ 136.31
14	Graphics Coord	\$	43.70	\$ 9.75	\$ 3.54	\$ 0.10	\$ 57.09	\$ 78.94	\$ 100.79
15	Phone AD	\$	42.74	\$ 9.75	\$ 3.49	\$ 0.10	\$ 56.08	\$ 77.45	\$ 98.82
16	Tape AD	\$	49.13	\$ 9.75	\$ 3.81	\$ 0.10	\$ 62.79	\$ 87.35	\$ 111.92
17	Stage Manager	\$	36.07	\$ 9.75	\$ 3.15	\$ 0.10	\$ 49.07	\$ 67.11	\$ 85.14
18	Scorebox Operator	\$	36.07	\$ 9.75	\$ 3.15	\$ 0.10	\$ 49.07	\$ 67.11	\$ 85.14
19	Stats	\$	31.28	\$ 9.75	\$ 2.91	\$ 0.10	\$ 44.04	\$ 59.68	\$ 75.32
20	Utility	\$	30.36	\$ 9.75	\$ 2.87	\$ 0.10	\$ 43.08	\$ 58.26	\$ 73.44
21	Time Out Coordinator	\$	36.07	\$ 9.75	\$ 3.15	\$ 0.10	\$ 49.07	\$ 67.11	\$ 85.14
22	Runner	\$	19.00	\$ 9.75	\$ 2.30	\$ 0.10	\$ 31.15	\$ 40.65	\$ 50.15

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, Veterans 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 adder for operated cameras over 7 per show	\$ 53.88	/Camera
TD adder for an additional feed to a 3rd party	\$ 103.00	/Day
Audio Mixer adder for an additional feed to a 3rd party	\$ 103.00	/Day
Adder for non-camera operators running booth camera for less than 20 minutes	\$ 25.00	/Day
Adder for more than 2 inputs	\$ 76.92	/Day
Recordist adder for 3 or more record only devices	\$ 56.65	/Day
Graphics Ops adder when no Graphics Coordinator is engaged	\$ 148.02	/Day
Graphics adder for design, animation, or font creation	\$ 60.00	/Day
Graphics Op adder for manual control of systems due to an automated data failure	\$ 77.25	/Day

Administrative Code Section 21C.9 - Broadcast Services Continued

Reduced Rate Sports		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	\$	53.38	\$ 9.75	\$ 4.02	\$ 0.10	\$ 67.25	\$ 93.94	\$ 120.63
2	Audio Mixer (A1)	\$	52.82	\$ 9.75	\$ 3.99	\$ 0.10	\$ 66.66	\$ 93.07	\$ 119.48
3	Audio Assist (A2)	\$	37.12	\$ 9.75	\$ 3.21	\$ 0.10	\$ 50.18	\$ 68.74	\$ 87.30
4	Specialty Mic Op (A3)	\$	21.62	\$ 9.75	\$ 2.43	\$ 0.10	\$ 33.90	\$ 44.71	\$ 55.52
5	Video Operator (V1)	\$	43.48	\$ 9.75	\$ 3.52	\$ 0.10	\$ 56.85	\$ 78.59	\$ 100.33
6	Camera	\$	37.83	\$ 9.75	\$ 3.24	\$ 0.10	\$ 50.92	\$ 69.84	\$ 88.75
7	Handheld Camera	\$	43.51	\$ 9.75	\$ 3.53	\$ 0.10	\$ 56.89	\$ 78.64	\$ 100.40
8	Robotic Camera	\$	41.53	\$ 9.75	\$ 3.43	\$ 0.10	\$ 54.81	\$ 75.57	\$ 96.34
9	ENG/ RF/ EFP	\$	45.10	\$ 9.75	\$ 3.61	\$ 0.10	\$ 58.56	\$ 81.11	\$ 103.66
10	CPO1- Lead	\$	51.94	\$ 9.75	\$ 3.95	\$ 0.10	\$ 65.74	\$ 91.71	\$ 117.68
11	CPO2	\$	47.70	\$ 9.75	\$ 3.74	\$ 0.10	\$ 61.29	\$ 85.14	\$ 108.99
12	CPO3- R/O	\$	41.22	\$ 9.75	\$ 3.41	\$ 0.10	\$ 54.48	\$ 75.09	\$ 95.70
13	Graphics Operator	\$	41.49	\$ 9.75	\$ 3.42	\$ 0.10	\$ 54.76	\$ 75.51	\$ 96.25
14	Graphics Coord	\$	29.81	\$ 9.75	\$ 2.84	\$ 0.10	\$ 42.50	\$ 57.41	\$ 72.31
15	Phone AD	\$	29.92	\$ 9.75	\$ 2.85	\$ 0.10	\$ 42.62	\$ 57.58	\$ 72.54
16	Tape AD	\$	34.38	\$ 9.75	\$ 3.07	\$ 0.10	\$ 47.30	\$ 64.49	\$ 81.68
17	Stage Manager	\$	32.45	\$ 9.75	\$ 2.97	\$ 0.10	\$ 45.27	\$ 61.50	\$ 77.72
18	Scorebox Operator	\$	25.24	\$ 9.75	\$ 2.61	\$ 0.10	\$ 37.70	\$ 50.32	\$ 62.94
19	Stats	\$	21.90	\$ 9.75	\$ 2.45	\$ 0.10	\$ 34.20	\$ 45.15	\$ 56.10
20	Utility	\$	24.28	\$ 9.75	\$ 2.56	\$ 0.10	\$ 36.69	\$ 48.83	\$ 60.97
21	Time Out Coordinator	\$	25.24	\$ 9.75	\$ 2.61	\$ 0.10	\$ 37.70	\$ 50.32	\$ 62.94
22	Runner	\$	18.99	\$ 9.75	\$ 2.30	\$ 0.10	\$ 31.14	\$ 40.63	\$ 50.13

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, Veterans 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 adder for operated cameras over 7 per show	\$ 53.88	/Camera
TD adder for an additional feed to a 3rd party	\$ 103.00	/Day
Audio Mixer adder for an additional feed to a 3rd party	\$ 103.00	/Day
Adder for non-camera operators running booth camera for less than 20 minutes	\$ 25.00	/Day
Adder for more than 2 inputs	\$ 76.92	/Day
Recordist adder for 3 or more record only devices	\$ 56.65	/Day
Graphics Ops adder when no Graphics Coordinator is engaged	\$ 148.02	/Day
Graphics adder for design, animation, or font creation	\$ 60.00	/Day
Graphics Op adder for manual control of systems due to an automated data failure	\$ 77.25	/Day

Administrative Code Section 21C.9 - Broadcast Services Continued

Board Show Rates		Employer Payments				Straight-Time	C Overtime		
	Craft	A, B	Basic Hourly Rate	Health & Welfare	Pension	Training	Total Hourly Rate	1.5X	2X
1	Engineer	\$	71.06	\$ 9.75	\$ 5.24	\$ 0.13	\$ 157.24	\$ 121.71	\$ 157.24
2	Director	\$	78.01	\$ 9.75	\$ 5.59	\$ 0.13	\$ 93.47	\$ 132.48	\$ 171.48
3	TD	\$	60.84	\$ 9.75	\$ 4.73	\$ 0.13	\$ 136.28	\$ 105.86	\$ 136.28
4	Audio Mixer (A1)	\$	36.11	\$ 9.75	\$ 3.49	\$ 0.13	\$ 85.59	\$ 67.53	\$ 85.59
5	Video Operator (V1)	\$	36.11	\$ 9.75	\$ 3.49	\$ 0.13	\$ 85.59	\$ 67.53	\$ 85.59
6	Camera	\$	35.54	\$ 9.75	\$ 3.46	\$ 0.13	\$ 84.42	\$ 66.65	\$ 84.42
7	RF Camera	\$	39.07	\$ 9.75	\$ 3.64	\$ 0.13	\$ 91.66	\$ 72.12	\$ 91.66
8	Robotic Camera	\$	36.11	\$ 9.75	\$ 3.49	\$ 0.13	\$ 85.59	\$ 67.53	\$ 85.59
9	CPO1- Lead	\$	43.72	\$ 9.75	\$ 3.87	\$ 0.13	\$ 101.19	\$ 79.33	\$ 101.19
10	CPO2	\$	36.33	\$ 9.75	\$ 3.50	\$ 0.13	\$ 86.04	\$ 67.87	\$ 86.04
11	CPO3- R/O	\$	35.54	\$ 9.75	\$ 3.46	\$ 0.13	\$ 84.42	\$ 66.65	\$ 84.42
12	"Game Day"/"RedZone" Editor	\$	35.54	\$ 9.75	\$ 3.46	\$ 0.13	\$ 84.42	\$ 66.65	\$ 84.42
13	Clip Playback	\$	35.54	\$ 9.75	\$ 3.46	\$ 0.13	\$ 84.42	\$ 66.65	\$ 84.42
14	Graphics	\$	39.91	\$ 9.75	\$ 3.68	\$ 0.13	\$ 93.38	\$ 73.42	\$ 93.38
15	Digital Media	\$	35.54	\$ 9.75	\$ 3.46	\$ 0.13	\$ 84.42	\$ 66.65	\$ 84.42
16	Display Boards	\$	39.91	\$ 9.75	\$ 3.68	\$ 0.13	\$ 93.38	\$ 73.42	\$ 93.38
17	Data Coordinator	\$	35.54	\$ 9.75	\$ 3.46	\$ 0.13	\$ 84.42	\$ 66.65	\$ 84.42
18	Stats	\$	35.54	\$ 9.75	\$ 3.46	\$ 0.13	\$ 84.42	\$ 66.65	\$ 84.42
19	Utility	\$	25.31	\$ 9.75	\$ 2.95	\$ 0.13	\$ 63.45	\$ 50.79	\$ 63.45

A. Daily Minimum call is 8 hours of straight time.

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, Veterans Day, Thanksgiving Day, and Christmas. Holidays start at 6pm the day preceding the holiday and last until midnight of the holiday.

Extras

Premium Pay

CPO3s responsible for more than two (2) inputs during game action	\$ 20.00	/Day
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These tables are based on the Collective Bargaining Agreement between PURPLE TALLY, INC. 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 September 8, 2022 to March 31, 2025.

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.

Effective from April 1, 2024 until March 30, 2025

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	\$	101.23	\$ 10.00	\$ 6.41	\$ 0.10	\$ 117.74	\$ 168.36	\$ 218.97
2	Audio Mixer (A1)	\$	98.77	\$ 10.00	\$ 6.29	\$ 0.10	\$ 213.93	\$ 164.54	\$ 213.93
3	Audio Assist (A2)	\$	69.06	\$ 10.00	\$ 4.80	\$ 0.10	\$ 153.02	\$ 118.49	\$ 153.02
4	Specialty Mic Op (A3)	\$	32.48	\$ 10.00	\$ 2.97	\$ 0.10	\$ 78.03	\$ 61.79	\$ 78.03
5	Video Operator (V1)	\$	84.37	\$ 10.00	\$ 5.57	\$ 0.10	\$ 184.41	\$ 142.22	\$ 184.41
6	Camera	\$	75.92	\$ 10.00	\$ 5.15	\$ 0.10	\$ 167.09	\$ 129.13	\$ 167.09
7	Handheld Camera	\$	86.66	\$ 10.00	\$ 5.68	\$ 0.10	\$ 189.10	\$ 145.77	\$ 189.10
8	Robotic Camera	\$	79.22	\$ 10.00	\$ 5.31	\$ 0.10	\$ 173.85	\$ 134.24	\$ 173.85
9	ENG/ RF/ EFP	\$	87.94	\$ 10.00	\$ 5.75	\$ 0.10	\$ 191.73	\$ 147.76	\$ 191.73
10	CPO1- Lead	\$	89.71	\$ 10.00	\$ 5.84	\$ 0.10	\$ 195.36	\$ 150.50	\$ 195.36
11	CPO2	\$	84.37	\$ 10.00	\$ 5.57	\$ 0.10	\$ 184.41	\$ 142.22	\$ 184.41
12	CPO3- R/O	\$	83.89	\$ 10.00	\$ 5.54	\$ 0.10	\$ 183.42	\$ 141.48	\$ 183.42
13	Graphics Operator	\$	84.37	\$ 10.00	\$ 5.57	\$ 0.10	\$ 184.41	\$ 142.22	\$ 184.41
14	Graphics Coord	\$	59.04	\$ 10.00	\$ 4.30	\$ 0.10	\$ 132.48	\$ 102.96	\$ 132.48
15	Phone AD	\$	50.60	\$ 10.00	\$ 3.88	\$ 0.10	\$ 115.18	\$ 89.88	\$ 115.18
16	Tape AD	\$	84.37	\$ 10.00	\$ 5.57	\$ 0.10	\$ 184.41	\$ 142.22	\$ 184.41
17	Stage Manager	\$	59.04	\$ 10.00	\$ 4.30	\$ 0.10	\$ 132.48	\$ 102.96	\$ 132.48
18	Scorebox Operator	\$	46.06	\$ 10.00	\$ 3.65	\$ 0.10	\$ 105.87	\$ 82.84	\$ 105.87
19	Stats	\$	39.94	\$ 10.00	\$ 3.35	\$ 0.10	\$ 93.33	\$ 73.36	\$ 93.33
20	Utility	\$	38.83	\$ 10.00	\$ 3.29	\$ 0.10	\$ 91.05	\$ 71.64	\$ 91.05
21	Time Out Coordinator	\$	46.06	\$ 10.00	\$ 3.65	\$ 0.10	\$ 105.87	\$ 82.84	\$ 105.87
22	Runner	\$	25.32	\$ 10.00	\$ 2.62	\$ 0.10	\$ 63.36	\$ 50.70	\$ 63.36

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, Veterans 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 adder for operated cameras over 7 per show	\$ 55.50	/Camera
TD adder for an additional feed to a 3rd party	\$ 106.09	/Day
Audio Mixer adder for an additional feed to a 3rd party	\$ 106.09	/Day
Adder for non-camera operators running booth camera for less than 20 minutes	\$ 25.00	/Day
Adder for more than 2 inputs	\$ 79.20	/Day
Recordist adder for 3 or more record only devices	\$ 58.35	/Day
Graphics Ops adder when no Graphics Coordinator is engaged	\$ 152.46	/Day
Graphics adder for design, animation, or font creation	\$ 60.00	/Day
Graphics Op adder for manual control of systems due to an automated data failure	\$ 79.57	/Day

Administrative Code Section 21C.9 - Broadcast Services Continued

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	\$	82.09	\$ 10.00	\$ 5.45	\$ 0.10	\$ 97.64	\$ 138.69	\$ 179.73
2	Audio Mixer (A1)	\$	80.03	\$ 10.00	\$ 5.35	\$ 0.10	\$ 175.51	\$ 135.50	\$ 175.51
3	Audio Assist (A2)	\$	51.96	\$ 10.00	\$ 3.95	\$ 0.10	\$ 117.97	\$ 91.99	\$ 117.97
4	Specialty Mic Op (A3)	\$	26.21	\$ 10.00	\$ 2.66	\$ 0.10	\$ 65.18	\$ 52.08	\$ 65.18
5	Video Operator (V1)	\$	65.87	\$ 10.00	\$ 4.64	\$ 0.10	\$ 146.48	\$ 113.55	\$ 146.48
6	Camera	\$	57.32	\$ 10.00	\$ 4.22	\$ 0.10	\$ 128.96	\$ 100.30	\$ 128.96
7	Handheld Camera	\$	65.91	\$ 10.00	\$ 4.65	\$ 0.10	\$ 146.57	\$ 113.61	\$ 146.57
8	Robotic Camera	\$	63.86	\$ 10.00	\$ 4.54	\$ 0.10	\$ 142.36	\$ 110.43	\$ 142.36
9	ENG/ RF/ EFP	\$	69.34	\$ 10.00	\$ 4.82	\$ 0.10	\$ 153.60	\$ 118.93	\$ 153.60
10	CPO1- Lead	\$	78.68	\$ 10.00	\$ 5.28	\$ 0.10	\$ 172.74	\$ 133.40	\$ 172.74
11	CPO2	\$	73.34	\$ 10.00	\$ 5.02	\$ 0.10	\$ 161.80	\$ 125.13	\$ 161.80
12	CPO3- R/O	\$	65.25	\$ 10.00	\$ 4.61	\$ 0.10	\$ 145.21	\$ 112.59	\$ 145.21
13	Graphics Operator	\$	62.86	\$ 10.00	\$ 4.49	\$ 0.10	\$ 140.31	\$ 108.88	\$ 140.31
14	Graphics Coord	\$	45.01	\$ 10.00	\$ 3.60	\$ 0.10	\$ 103.72	\$ 81.22	\$ 103.72
15	Phone AD	\$	44.03	\$ 10.00	\$ 3.55	\$ 0.10	\$ 101.71	\$ 79.70	\$ 101.71
16	Tape AD	\$	50.60	\$ 10.00	\$ 3.88	\$ 0.10	\$ 115.18	\$ 89.88	\$ 115.18
17	Stage Manager	\$	37.15	\$ 10.00	\$ 3.21	\$ 0.10	\$ 87.61	\$ 69.03	\$ 87.61
18	Scorebox Operator	\$	37.15	\$ 10.00	\$ 3.21	\$ 0.10	\$ 87.61	\$ 69.03	\$ 87.61
19	Stats	\$	32.22	\$ 10.00	\$ 2.96	\$ 0.10	\$ 77.50	\$ 61.39	\$ 77.50
20	Utility	\$	31.27	\$ 10.00	\$ 2.91	\$ 0.10	\$ 75.55	\$ 59.92	\$ 75.55
21	Time Out Coordinator	\$	37.15	\$ 10.00	\$ 3.21	\$ 0.10	\$ 87.61	\$ 69.03	\$ 87.61
22	Runner	\$	19.57	\$ 10.00	\$ 2.33	\$ 0.10	\$ 51.57	\$ 41.78	\$ 51.57

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, Veterans 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 adder for operated cameras over 7 per show	\$ 55.50	/Camera
TD adder for an additional feed to a 3rd party	\$ 106.09	/Day
Audio Mixer adder for an additional feed to a 3rd party	\$ 106.09	/Day
Adder for non-camera operators running booth camera for less than 20 minutes	\$ 25.00	/Day
Adder for more than 2 inputs	\$ 79.20	/Day
Recordist adder for 3 or more record only devices	\$ 58.35	/Day
Graphics Ops adder when no Graphics Coordinator is engaged	\$ 152.46	/Day
Graphics adder for design, animation, or font creation	\$ 60.00	/Day
Graphics Op adder for manual control of systems due to an automated data failure	\$ 79.57	/Day

Administrative Code Section 21C.9 - Broadcast Services Continued

Reduced Rate Sports		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	\$	54.99	\$ 10.00	\$ 4.10	\$ 0.10	\$ 69.19	\$ 96.68	\$ 124.18
2	Audio Mixer (A1)	\$	54.41	\$ 10.00	\$ 4.07	\$ 0.10	\$ 122.99	\$ 95.79	\$ 122.99
3	Audio Assist (A2)	\$	38.23	\$ 10.00	\$ 3.26	\$ 0.10	\$ 89.82	\$ 70.71	\$ 89.82
4	Specialty Mic Op (A3)	\$	22.27	\$ 10.00	\$ 2.46	\$ 0.10	\$ 57.10	\$ 45.97	\$ 57.10
5	Video Operator (V1)	\$	44.78	\$ 10.00	\$ 3.59	\$ 0.10	\$ 103.25	\$ 80.86	\$ 103.25
6	Camera	\$	38.97	\$ 10.00	\$ 3.30	\$ 0.10	\$ 91.34	\$ 71.85	\$ 91.34
7	Handheld Camera	\$	44.81	\$ 10.00	\$ 3.59	\$ 0.10	\$ 103.31	\$ 80.91	\$ 103.31
8	Robotic Camera	\$	42.78	\$ 10.00	\$ 3.49	\$ 0.10	\$ 99.15	\$ 77.76	\$ 99.15
9	ENG/ RF/ EFP	\$	46.45	\$ 10.00	\$ 3.67	\$ 0.10	\$ 106.67	\$ 83.45	\$ 106.67
10	CPO1- Lead	\$	53.50	\$ 10.00	\$ 4.03	\$ 0.10	\$ 121.13	\$ 94.38	\$ 121.13
11	CPO2	\$	49.13	\$ 10.00	\$ 3.81	\$ 0.10	\$ 112.17	\$ 87.60	\$ 112.17
12	CPO3- R/O	\$	42.45	\$ 10.00	\$ 3.47	\$ 0.10	\$ 98.47	\$ 77.25	\$ 98.47
13	Graphics Operator	\$	42.74	\$ 10.00	\$ 3.49	\$ 0.10	\$ 99.07	\$ 77.70	\$ 99.07
14	Graphics Coord	\$	30.71	\$ 10.00	\$ 2.89	\$ 0.10	\$ 74.41	\$ 59.05	\$ 74.41
15	Phone AD	\$	30.81	\$ 10.00	\$ 2.89	\$ 0.10	\$ 74.61	\$ 59.21	\$ 74.61
16	Tape AD	\$	35.42	\$ 10.00	\$ 3.12	\$ 0.10	\$ 84.06	\$ 66.35	\$ 84.06
17	Stage Manager	\$	33.43	\$ 10.00	\$ 3.02	\$ 0.10	\$ 79.98	\$ 63.27	\$ 79.98
18	Scorebox Operator	\$	26.00	\$ 10.00	\$ 2.65	\$ 0.10	\$ 64.75	\$ 51.75	\$ 64.75
19	Stats	\$	22.55	\$ 10.00	\$ 2.48	\$ 0.10	\$ 57.68	\$ 46.40	\$ 57.68
20	Utility	\$	25.01	\$ 10.00	\$ 2.60	\$ 0.10	\$ 62.72	\$ 50.22	\$ 62.72
21	Time Out Coordinator	\$	26.00	\$ 10.00	\$ 2.65	\$ 0.10	\$ 64.75	\$ 51.75	\$ 64.75
22	Runner	\$	19.56	\$ 10.00	\$ 2.33	\$ 0.10	\$ 51.55	\$ 41.77	\$ 51.55

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, Veterans 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 adder for operated cameras over 7 per show	\$ 55.50	/Camera
TD adder for an additional feed to a 3rd party	\$ 106.09	/Day
Audio Mixer adder for an additional feed to a 3rd party	\$ 106.09	/Day
Adder for non-camera operators running booth camera for less than 20 minutes	\$ 25.00	/Day
Adder for more than 2 inputs	\$ 79.20	/Day
Recordist adder for 3 or more record only devices	\$ 58.35	/Day
Graphics Ops adder when no Graphics Coordinator is engaged	\$ 152.46	/Day
Graphics adder for design, animation, or font creation	\$ 60.00	/Day
Graphics Op adder for manual control of systems due to an automated data failure	\$ 79.57	/Day

Administrative Code Section 21C.9 - Broadcast Services Continued

Board Show Rates		Employer Payments				Straight-Time	C Overtime		
	Craft	A, B	Basic Hourly Rate	Health & Welfare	Pension	Training	Total Hourly Rate	1.5X	2X
1	Engineer	\$	73.20	\$ 10.00	\$ 5.35	\$ 0.13	\$ 88.67	\$ 125.27	\$ 161.87
2	Director	\$	80.35	\$ 10.00	\$ 5.71	\$ 0.13	\$ 176.53	\$ 136.36	\$ 176.53
3	TD	\$	62.67	\$ 10.00	\$ 4.82	\$ 0.13	\$ 140.29	\$ 108.95	\$ 140.29
4	Audio Mixer (A1)	\$	37.20	\$ 10.00	\$ 3.55	\$ 0.13	\$ 88.07	\$ 69.47	\$ 88.07
5	Video Operator (V1)	\$	37.20	\$ 10.00	\$ 3.55	\$ 0.13	\$ 88.07	\$ 69.47	\$ 88.07
6	Camera	\$	36.60	\$ 10.00	\$ 3.52	\$ 0.13	\$ 86.84	\$ 68.54	\$ 86.84
7	RF Camera	\$	40.24	\$ 10.00	\$ 3.70	\$ 0.13	\$ 94.30	\$ 74.18	\$ 94.30
8	Robotic Camera	\$	37.20	\$ 10.00	\$ 3.55	\$ 0.13	\$ 88.07	\$ 69.47	\$ 88.07
9	CPO1- Lead	\$	45.04	\$ 10.00	\$ 3.94	\$ 0.13	\$ 104.14	\$ 81.62	\$ 104.14
10	CPO2	\$	37.42	\$ 10.00	\$ 3.56	\$ 0.13	\$ 88.52	\$ 69.81	\$ 88.52
11	CPO3- R/O	\$	36.60	\$ 10.00	\$ 3.52	\$ 0.13	\$ 86.84	\$ 68.54	\$ 86.84
12	"Game Day"/"RedZone" Editor	\$	36.60	\$ 10.00	\$ 3.52	\$ 0.13	\$ 86.84	\$ 68.54	\$ 86.84
13	Clip Playback	\$	36.60	\$ 10.00	\$ 3.52	\$ 0.13	\$ 86.84	\$ 68.54	\$ 86.84
14	Graphics	\$	41.11	\$ 10.00	\$ 3.74	\$ 0.13	\$ 96.09	\$ 75.53	\$ 96.09
15	Digital Media	\$	36.60	\$ 10.00	\$ 3.52	\$ 0.13	\$ 86.84	\$ 68.54	\$ 86.84
16	Display Boards	\$	41.11	\$ 10.00	\$ 3.74	\$ 0.13	\$ 96.09	\$ 75.53	\$ 96.09
17	Data Coordinator	\$	36.60	\$ 10.00	\$ 3.52	\$ 0.13	\$ 86.84	\$ 68.54	\$ 86.84
18	Stats	\$	36.60	\$ 10.00	\$ 3.52	\$ 0.13	\$ 86.84	\$ 68.54	\$ 86.84
19	Utility	\$	26.07	\$ 10.00	\$ 2.99	\$ 0.13	\$ 65.26	\$ 52.22	\$ 65.26

A. Daily Minimum call is 8 hours of straight time.

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, Veterans Day, Thanksgiving Day, and Christmas. Holidays start at 6pm the day preceding the holiday and last until midnight of the holiday.

Extras

Premium Pay

CPO3s responsible for more than two (2) inputs during game action	\$ 25.00	/Day
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These tables are based on the Collective Bargaining Agreement between PURPLE TALLY, INC. 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 September 8, 2022 to March 31, 2025.

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.

Effective March 31, 2025 until superseded

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	\$	104.26	\$ 10.25	\$ 6.56	\$ 0.13	\$ 121.20	\$ 173.33	\$ 225.46
2	Audio Mixer (A1)	\$	101.73	\$ 10.25	\$ 6.44	\$ 0.13	\$ 220.27	\$ 169.41	\$ 220.27
3	Audio Assist (A2)	\$	71.13	\$ 10.25	\$ 4.91	\$ 0.13	\$ 157.54	\$ 121.98	\$ 157.54
4	Specialty Mic Op (A3)	\$	33.45	\$ 10.25	\$ 3.02	\$ 0.13	\$ 80.30	\$ 63.57	\$ 80.30
5	Video Operator (V1)	\$	86.90	\$ 10.25	\$ 5.70	\$ 0.13	\$ 189.87	\$ 146.42	\$ 189.87
6	Camera	\$	78.20	\$ 10.25	\$ 5.26	\$ 0.13	\$ 172.04	\$ 132.94	\$ 172.04
7	Handheld Camera	\$	89.26	\$ 10.25	\$ 5.81	\$ 0.13	\$ 194.71	\$ 150.08	\$ 194.71
8	Robotic Camera	\$	81.59	\$ 10.25	\$ 5.43	\$ 0.13	\$ 178.98	\$ 138.19	\$ 178.98
9	ENG/ RF/ EFP	\$	90.58	\$ 10.25	\$ 5.88	\$ 0.13	\$ 197.41	\$ 152.12	\$ 197.41
10	CPO1- Lead	\$	92.40	\$ 10.25	\$ 5.97	\$ 0.13	\$ 201.15	\$ 154.95	\$ 201.15
11	CPO2	\$	86.90	\$ 10.25	\$ 5.70	\$ 0.13	\$ 189.87	\$ 146.42	\$ 189.87
12	CPO3- R/O	\$	86.41	\$ 10.25	\$ 5.67	\$ 0.13	\$ 188.87	\$ 145.66	\$ 188.87
13	Graphics Operator	\$	86.90	\$ 10.25	\$ 5.70	\$ 0.13	\$ 189.87	\$ 146.42	\$ 189.87
14	Graphics Coord	\$	60.82	\$ 10.25	\$ 4.39	\$ 0.13	\$ 136.41	\$ 106.00	\$ 136.41
15	Phone AD	\$	52.12	\$ 10.25	\$ 3.96	\$ 0.13	\$ 118.57	\$ 92.51	\$ 118.57
16	Tape AD	\$	86.90	\$ 10.25	\$ 5.70	\$ 0.13	\$ 189.87	\$ 146.42	\$ 189.87
17	Stage Manager	\$	60.82	\$ 10.25	\$ 4.39	\$ 0.13	\$ 136.41	\$ 106.00	\$ 136.41
18	Scorebox Operator	\$	47.45	\$ 10.25	\$ 3.72	\$ 0.13	\$ 109.00	\$ 85.27	\$ 109.00
19	Stats	\$	41.14	\$ 10.25	\$ 3.41	\$ 0.13	\$ 96.06	\$ 75.49	\$ 96.06
20	Utility	\$	39.99	\$ 10.25	\$ 3.35	\$ 0.13	\$ 93.70	\$ 73.71	\$ 93.70
21	Time Out Coordinator	\$	47.45	\$ 10.25	\$ 3.72	\$ 0.13	\$ 109.00	\$ 85.27	\$ 109.00
22	Runner	\$	26.08	\$ 10.25	\$ 2.65	\$ 0.13	\$ 65.19	\$ 52.15	\$ 65.19

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, Veterans 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 adder for operated cameras over 7 per show	\$ 57.17	/Camera
TD adder for an additional feed to a 3rd party	\$ 109.27	/Day
Audio Mixer adder for an additional feed to a 3rd party	\$ 109.27	/Day
Adder for non-camera operators running booth camera for less than 20 minutes	\$ 25.00	/Day
Adder for more than 2 inputs	\$ 81.60	/Day
Recordist adder for 3 or more record only devices	\$ 60.10	/Day
Graphics Ops adder when no Graphics Coordinator is engaged	\$ 157.03	/Day
Graphics adder for design, animation, or font creation	\$ 60.00	/Day
Graphics Op adder for manual control of systems due to an automated data failure	\$ 81.96	/Day

Administrative Code Section 21C.9 - Broadcast Services Continued

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	\$	84.55	\$ 10.25	\$ 5.58	\$ 0.10	\$ 100.48	\$ 142.75	\$ 185.03
2	Audio Mixer (A1)	\$	82.43	\$ 10.25	\$ 5.47	\$ 0.10	\$ 180.68	\$ 139.47	\$ 180.68
3	Audio Assist (A2)	\$	53.52	\$ 10.25	\$ 4.03	\$ 0.10	\$ 121.42	\$ 94.66	\$ 121.42
4	Specialty Mic Op (A3)	\$	26.99	\$ 10.25	\$ 2.70	\$ 0.10	\$ 67.03	\$ 53.53	\$ 67.03
5	Video Operator (V1)	\$	67.84	\$ 10.25	\$ 4.74	\$ 0.10	\$ 150.77	\$ 116.85	\$ 150.77
6	Camera	\$	59.04	\$ 10.25	\$ 4.30	\$ 0.10	\$ 132.73	\$ 103.21	\$ 132.73
7	Handheld Camera	\$	67.89	\$ 10.25	\$ 4.74	\$ 0.10	\$ 150.87	\$ 116.93	\$ 150.87
8	Robotic Camera	\$	65.78	\$ 10.25	\$ 4.64	\$ 0.10	\$ 146.55	\$ 113.66	\$ 146.55
9	ENG/ RF/ EFP	\$	71.43	\$ 10.25	\$ 4.92	\$ 0.10	\$ 158.13	\$ 122.42	\$ 158.13
10	CPO1- Lead	\$	81.04	\$ 10.25	\$ 5.40	\$ 0.10	\$ 177.83	\$ 137.31	\$ 177.83
11	CPO2	\$	75.54	\$ 10.25	\$ 5.13	\$ 0.10	\$ 166.56	\$ 128.79	\$ 166.56
12	CPO3- R/O	\$	67.21	\$ 10.25	\$ 4.71	\$ 0.10	\$ 149.48	\$ 115.88	\$ 149.48
13	Graphics Operator	\$	64.75	\$ 10.25	\$ 4.59	\$ 0.10	\$ 144.44	\$ 112.06	\$ 144.44
14	Graphics Coord	\$	46.36	\$ 10.25	\$ 3.67	\$ 0.10	\$ 106.74	\$ 83.56	\$ 106.74
15	Phone AD	\$	45.35	\$ 10.25	\$ 3.62	\$ 0.10	\$ 104.67	\$ 81.99	\$ 104.67
16	Tape AD	\$	52.12	\$ 10.25	\$ 3.96	\$ 0.10	\$ 118.55	\$ 92.49	\$ 118.55
17	Stage Manager	\$	38.26	\$ 10.25	\$ 3.26	\$ 0.10	\$ 90.13	\$ 71.00	\$ 90.13
18	Scorebox Operator	\$	38.26	\$ 10.25	\$ 3.26	\$ 0.10	\$ 90.13	\$ 71.00	\$ 90.13
19	Stats	\$	33.18	\$ 10.25	\$ 3.01	\$ 0.10	\$ 79.72	\$ 63.13	\$ 79.72
20	Utility	\$	32.21	\$ 10.25	\$ 2.96	\$ 0.10	\$ 77.73	\$ 61.63	\$ 77.73
21	Time Out Coordinator	\$	38.26	\$ 10.25	\$ 3.26	\$ 0.10	\$ 90.13	\$ 71.00	\$ 90.13
22	Runner	\$	20.15	\$ 10.25	\$ 2.36	\$ 0.10	\$ 53.01	\$ 42.93	\$ 53.01

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, Veterans 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 adder for operated cameras over 7 per show	\$ 57.17	/Camera
TD adder for an additional feed to a 3rd party	\$ 109.27	/Day
Audio Mixer adder for an additional feed to a 3rd party	\$ 109.27	/Day
Adder for non-camera operators running booth camera for less than 20 minutes	\$ 25.00	/Day
Adder for more than 2 inputs	\$ 81.60	/Day
Recordist adder for 3 or more record only devices	\$ 60.10	/Day
Graphics Ops adder when no Graphics Coordinator is engaged	\$ 157.03	/Day
Graphics adder for design, animation, or font creation	\$ 60.00	/Day
Graphics Op adder for manual control of systems due to an automated data failure	\$ 81.96	/Day

Administrative Code Section 21C.9 - Broadcast Services Continued

Reduced Rate Sports		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	\$	56.64	\$ 10.25	\$ 4.18	\$ 0.10	\$ 71.17	\$ 99.49	\$ 127.81
2	Audio Mixer (A1)	\$	56.04	\$ 10.25	\$ 4.15	\$ 0.10	\$ 126.58	\$ 98.56	\$ 126.58
3	Audio Assist (A2)	\$	39.38	\$ 10.25	\$ 3.32	\$ 0.10	\$ 92.43	\$ 72.74	\$ 92.43
4	Specialty Mic Op (A3)	\$	22.94	\$ 10.25	\$ 2.50	\$ 0.10	\$ 58.73	\$ 47.26	\$ 58.73
5	Video Operator (V1)	\$	46.12	\$ 10.25	\$ 3.66	\$ 0.10	\$ 106.25	\$ 83.19	\$ 106.25
6	Camera	\$	40.14	\$ 10.25	\$ 3.36	\$ 0.10	\$ 93.99	\$ 73.92	\$ 93.99
7	Handheld Camera	\$	46.16	\$ 10.25	\$ 3.66	\$ 0.10	\$ 106.33	\$ 83.25	\$ 106.33
8	Robotic Camera	\$	44.06	\$ 10.25	\$ 3.55	\$ 0.10	\$ 102.02	\$ 79.99	\$ 102.02
9	ENG/ RF/ EFP	\$	47.85	\$ 10.25	\$ 3.74	\$ 0.10	\$ 109.79	\$ 85.87	\$ 109.79
10	CPO1- Lead	\$	55.10	\$ 10.25	\$ 4.11	\$ 0.10	\$ 124.66	\$ 97.11	\$ 124.66
11	CPO2	\$	50.60	\$ 10.25	\$ 3.88	\$ 0.10	\$ 115.43	\$ 90.13	\$ 115.43
12	CPO3- R/O	\$	43.73	\$ 10.25	\$ 3.54	\$ 0.10	\$ 101.35	\$ 79.48	\$ 101.35
13	Graphics Operator	\$	44.02	\$ 10.25	\$ 3.55	\$ 0.10	\$ 101.94	\$ 79.93	\$ 101.94
14	Graphics Coord	\$	31.63	\$ 10.25	\$ 2.93	\$ 0.10	\$ 76.54	\$ 60.73	\$ 76.54
15	Phone AD	\$	31.74	\$ 10.25	\$ 2.94	\$ 0.10	\$ 76.77	\$ 60.90	\$ 76.77
16	Tape AD	\$	36.48	\$ 10.25	\$ 3.17	\$ 0.10	\$ 86.48	\$ 68.24	\$ 86.48
17	Stage Manager	\$	34.43	\$ 10.25	\$ 3.07	\$ 0.10	\$ 82.28	\$ 65.07	\$ 82.28
18	Scorebox Operator	\$	26.78	\$ 10.25	\$ 2.69	\$ 0.10	\$ 66.60	\$ 53.21	\$ 66.60
19	Stats	\$	23.23	\$ 10.25	\$ 2.51	\$ 0.10	\$ 59.32	\$ 47.71	\$ 59.32
20	Utility	\$	25.76	\$ 10.25	\$ 2.64	\$ 0.10	\$ 64.51	\$ 51.63	\$ 64.51
21	Time Out Coordinator	\$	26.78	\$ 10.25	\$ 2.69	\$ 0.10	\$ 66.60	\$ 53.21	\$ 66.60
22	Runner	\$	20.15	\$ 10.25	\$ 2.36	\$ 0.10	\$ 53.01	\$ 42.93	\$ 53.01

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, Veterans 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 adder for operated cameras over 7 per show	\$ 57.17	/Camera
TD adder for an additional feed to a 3rd party	\$ 109.27	/Day
Audio Mixer adder for an additional feed to a 3rd party	\$ 109.27	/Day
Adder for non-camera operators running booth camera for less than 20 minutes	\$ 25.00	/Day
Adder for more than 2 inputs	\$ 81.60	/Day
Recordist adder for 3 or more record only devices	\$ 60.10	/Day
Graphics Ops adder when no Graphics Coordinator is engaged	\$ 157.03	/Day
Graphics adder for design, animation, or font creation	\$ 60.00	/Day
Graphics Op adder for manual control of systems due to an automated data failure	\$ 81.96	/Day

Administrative Code Section 21C.9 - Broadcast Services Continued

Board Show Rates		Employer Payments				Straight-Time	C Overtime		
	Craft	A, B	Basic Hourly Rate	Health & Welfare	Pension	Training	Total Hourly Rate	1.5X	2X
1	Engineer	\$	75.40	\$ 10.25	\$ 5.46	\$ 0.13	\$ 91.23	\$ 128.93	\$ 166.63
2	Director	\$	82.76	\$ 10.25	\$ 5.83	\$ 0.13	\$ 181.72	\$ 140.34	\$ 181.72
3	TD	\$	64.55	\$ 10.25	\$ 4.92	\$ 0.13	\$ 144.39	\$ 112.12	\$ 144.39
4	Audio Mixer (A1)	\$	38.31	\$ 10.25	\$ 3.60	\$ 0.13	\$ 90.60	\$ 71.44	\$ 90.60
5	Video Operator (V1)	\$	38.31	\$ 10.25	\$ 3.60	\$ 0.13	\$ 90.60	\$ 71.44	\$ 90.60
6	Camera	\$	37.70	\$ 10.25	\$ 3.57	\$ 0.13	\$ 89.35	\$ 70.50	\$ 89.35
7	RF Camera	\$	41.45	\$ 10.25	\$ 3.76	\$ 0.13	\$ 97.04	\$ 76.31	\$ 97.04
8	Robotic Camera	\$	38.31	\$ 10.25	\$ 3.60	\$ 0.13	\$ 90.60	\$ 71.44	\$ 90.60
9	CPO1- Lead	\$	46.39	\$ 10.25	\$ 4.01	\$ 0.13	\$ 107.16	\$ 83.97	\$ 107.16
10	CPO2	\$	38.54	\$ 10.25	\$ 3.61	\$ 0.13	\$ 91.07	\$ 71.80	\$ 91.07
11	CPO3- R/O	\$	37.70	\$ 10.25	\$ 3.57	\$ 0.13	\$ 89.35	\$ 70.50	\$ 89.35
12	"Game Day"/"RedZone" Editor	\$	37.70	\$ 10.25	\$ 3.57	\$ 0.13	\$ 89.35	\$ 70.50	\$ 89.35
13	Clip Playback	\$	37.70	\$ 10.25	\$ 3.57	\$ 0.13	\$ 89.35	\$ 70.50	\$ 89.35
14	Graphics	\$	42.34	\$ 10.25	\$ 3.80	\$ 0.13	\$ 98.86	\$ 77.69	\$ 98.86
15	Digital Media	\$	37.70	\$ 10.25	\$ 3.57	\$ 0.13	\$ 89.35	\$ 70.50	\$ 89.35
16	Display Boards	\$	42.34	\$ 10.25	\$ 3.80	\$ 0.13	\$ 98.86	\$ 77.69	\$ 98.86
17	Data Coordinator	\$	37.70	\$ 10.25	\$ 3.57	\$ 0.13	\$ 89.35	\$ 70.50	\$ 89.35
18	Stats	\$	37.70	\$ 10.25	\$ 3.57	\$ 0.13	\$ 89.35	\$ 70.50	\$ 89.35
19	Utility	\$	26.85	\$ 10.25	\$ 3.03	\$ 0.13	\$ 67.11	\$ 53.68	\$ 67.11

A. Daily Minimum call is 8 hours of straight time.

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, Veterans Day, Thanksgiving Day, and Christmas. Holidays start at 6pm the day preceding the holiday and last until midnight of the holiday.

Extras

Premium Pay

CPO3s responsible for more than two (2) inputs during game action	\$ 30.00	/Day
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These tables are based on the Collective Bargaining Agreement between PURPLE TALLY, INC. 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 September 8, 2022 to March 31, 2025.

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.

Rates effective until March 31, 2024.

CRAFT (JOURNEY LEVEL)	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME HOURLY RATE						
	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		\$ 40.52		\$16.60	\$10.69	\$ 0.25		\$2.34	8.0	\$ 70.40		\$ 90.66		\$ 110.92
Forklift Operators		\$ 39.27		\$16.60	\$10.69	\$ 0.25		\$2.27	8.0	\$ 69.08		\$ 88.71		\$ 108.35
Helpers		\$ 38.95		\$16.60	\$10.69	\$ 0.25		\$2.25	8.0	\$ 68.74		\$ 88.21		\$ 107.69

21C.10 Table 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.

B. Minimum guaranteed hours for a shift shall be 8 hours, except that the guarantee shall be six hours on the first day of the break of the trade show or convention, and the guarantee shall be 4 hours for shifts starting after 7:01 PM.

C. Payable up to a maximum of \$2,807 per month until 12.31.2023, then, beginning 1.1.2024 hourly rate is \$17.02 and maximum per month is \$2,946

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:

Craft	Years of Service				
	0-1 Years	1+ Years	3+ Years	10+ Years	20+ Years
Drivers	\$0.00	\$1.56	\$2.34	\$3.12	\$3.90
Forklift Operators	\$0.00	\$1.51	\$2.27	\$3.02	\$3.78
Helpers	\$0.00	\$1.50	\$2.25	\$3.00	\$3.75

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. Employees shall be paid time 1.5X Overtime Rates for work on Saturdays. Drivers shall have a minimum guaranteed shift of 6 hours for work starting between 8:00 A.M and 3 P.M. on Saturdays and a minimum guaranteed shift of 4 hours for work starting before 8:00 A.M. and after 3:00 P.M. on Saturdays. Helpers shall have a minimum guaranteed shift of 4 hours on Saturdays.

F. 2X Overtime = (2 x basic hourly rate) + Health & Welfare + Pension + Training + Vacation. All Sunday and holiday work will be paid at 2X Overtime, with a 4 hour minimum guaranteed shift.

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 853 and Local 70 in effect for signatories from April 1, 2022 to March 31, 2025.

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.

Effective from April 1, 2024 until March 31, 2025.

CRAFT (JOURNEY LEVEL)	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME HOURLY RATE					
	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		\$ 41.77		\$17.02	\$11.39	\$ 0.25		\$2.34	8.0	\$ 72.77		\$ 93.65		\$ 114.54
Forklift Operators		\$ 40.27		\$17.02	\$11.39	\$ 0.25		\$2.27	8.0	\$ 71.20		\$ 91.33		\$ 111.47
Helpers		\$ 39.95		\$17.02	\$11.39	\$ 0.25		\$2.25	8.0	\$ 70.86		\$ 90.83		\$ 110.81

21C.10 Table 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.

B. Minimum guaranteed hours for a shift shall be 8 hours, except that the guarantee shall be six hours on the first day of the break of the trade show or convention, and the guarantee shall be 4 hours for shifts starting after 7:01 PM.

C. Payable up to a maximum of \$2,876 per month until 12.31.2023, then, beginning 1.1.2024 hourly rate is \$17.02 and maximum per month is \$2,946

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:

Craft	Years of Service				
	0-1 Years	1+ Years	3+ Years	10+ Years	20+ Years
Drivers	\$0.00	\$1.61	\$2.41	\$3.21	\$4.02
Forklift Operators	\$0.00	\$1.55	\$2.32	\$3.10	\$3.87
Helpers	\$0.00	\$1.54	\$2.30	\$3.07	\$3.84

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. Employees shall be paid time 1.5X Overtime Rates for work on Saturdays. Drivers shall have a minimum guaranteed shift of 6 hours for work starting between 8:00 A.M and 3 P.M. on Saturdays and a minimum guaranteed shift of 4 hours for work starting before 8:00 A.M. and after 3:00 P.M. on Saturdays. Helpers shall have a minimum guaranteed shift of 4 hours on Saturdays.

F. 2X Overtime = (2 x basic hourly rate) + Health & Welfare + Pension + Training + Vacation. All Sunday and holiday work will be paid at 2X Overtime, with a 4 hour minimum guaranteed shift.

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 853 and Local 70 in effect for signatories from April 1, 2022 to March 31, 2025.

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.

Rates effective until December 31, 2023.

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)	Hours	Total Hourly Rate	1.5 X	2 X
Security Officer	\$ 19.35	\$ 4.08	\$ 0.74	8	\$ 24.17	\$ 33.85	\$ 43.52

Footnotes

A. No work performed on a named holiday is paid at 8 hours straight time. Work 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 times the basic hourly rate. The named holidays are New Year's Day, July 4th, Juneteenth, Martin Luther King, Jr. Day, Labor Day, President's Day, Thanksgiving Day, Memorial Day, Christmas Day.

B. Single employee contributions begin at 90 days of service; dependent benefits begin with 3 years. Required hourly rates: employee only \$4.08, capped at \$705.68 monthly; employee + 1 = \$7.84 capped at \$1356.93 monthly; employee + 2 or more = \$11.34, capped at \$1,962.60 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	\$ 0.37	\$ 0.74	\$ 1.12	\$ 1.49

D. 1.5X Overtime rates = (1.5 x basic hourly rate) + health and welfare + vacation. All work in excess of 8 hours in one day, 40 hours in one week, or on the 6th consecutive day of work week is paid at 1.5X rate. 2X Overtime rates = (2 x basic hourly rate) + health and welfare + vacation. All work performed in excess of 12 hours in one day or on the 7th consecutive day of work week is paid at 2X rate.

The table is based on the Collective Bargaining Agreement between Universal Protection Services LP, dba Allied Universal Security Services, Securitas Security Services USA, Inc., GardaWorld Security, ProGuard Security, ABC Security Services, Chenega Security California Corp., Prosegur Security, Genesis Security, PalAmerican Security and Services Employees International Union, United Services Workers West from October 1, 2022 through June 30, 2026.

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.

Rates effective January 1, 2024 to December 31, 2024.

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)	Hours	Total Hourly Rate	1.5 X	2 X
Security Officer	\$ 20.00	\$ 4.08	\$ 0.77	8	\$ 24.85	\$ 34.85	\$ 44.85

Footnotes

A. No work performed on a named holiday is paid at 8 hours 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 times the basic hourly rate. The named holidays are New Year's Day, July 4th, Juneteenth, Martin Luther King, Jr. Day, Labor Day, President's Day, Thanksgiving Day, Memorial Day, Christmas Day.

B. Single employee contributions begin at 90 days of service; dependent benefits begin with 3 years. Required hourly rates: employee only \$4.08, capped at \$705.68 monthly; employee + 1 = \$7.84 capped at \$1356.93 monthly; employee + 2 or more = \$11.34, capped at \$1,962.60 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	\$ 0.38	\$ 0.77	\$ 1.15	\$ 1.54

D. 1.5X Overtime rates = (1.5 x basic hourly rate) + health and welfare + vacation. All work in excess of 8 hours in one day, 40 hours in one week, or on the 6th consecutive day of work week is paid at 1.5X rate. 2X Overtime rates = (2 x basic hourly rate) + health and welfare + vacation. All work performed in excess of 12 hours in one day or on the 7th consecutive day of work week is paid at 2X rate.

The table is based on the Collective Bargaining Agreement between Universal Protection Services LP, dba Allied Universal Security Services, Securitas Security Services USA, Inc., GardaWorld Security, ProGuard Security, ABC Security Services, Chenega Security California Corp., Prosegur Security, Genesis Security, PalAmerican Security and Services Employees International Union, United Services Workers West from October 1, 2022 through June 30, 2026.

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.

Rates effective January 1, 2025 to December 31, 2025.

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)	Hours	Total Hourly Rate	1.5 X	2 X
Security Officer	\$ 20.65	\$ 4.08	\$ 0.79	8	\$ 25.52	\$ 35.85	\$ 46.17

Footnotes

A. No work performed on a named holiday is paid at 8 hours 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 times the basic hourly rate. The named holidays are New Year's Day, July 4th, Juneteenth, 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 \$4.08, capped at \$705.68 monthly; employee + 1 = \$7.84 capped at \$1356.93 monthly; employee + 2 or more = \$11.34, capped at \$1,962.60 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	\$ 0.40	\$ 0.79	\$ 1.19	\$ 1.59

D. 1.5X Overtime rates = (1.5 x basic hourly rate) + health and welfare + vacation. All work in excess of 8 hours in one day, 40 hours in one week, or on the 6th consecutive day of work week is paid at 1.5X rate. 2X Overtime rates = (2 x basic hourly rate) + health and welfare + vacation. All work performed in excess of 12 hours in one day or on the 7th consecutive day of work week is paid at 2X rate.

The table is based on the Collective Bargaining Agreement between Universal Protection Services LP, dba Allied Universal Security Services, Securitas Security Services USA, Inc., GardaWorld Security, ProGuard Security, ABC Security Services, Chenega Security California Corp., Prosegur Security, Genesis Security, PalAmerican Security and Services Employees International Union, United Services Workers West from October 1, 2022 through June 30, 2026.

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.

Rates effective January 1, 2026 until superceded.

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)	Hours	Total Hourly Rate	1.5 X	2 X
Security Officer	\$ 21.20	\$ 4.08	\$ 0.82	8	\$ 26.10	\$ 36.70	\$ 47.30

Footnotes

A. No work performed on a named holiday is paid at 8 hours 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 times the basic hourly rate. The named holidays are New Year's Day, July 4th, Juneteenth, 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 \$4.08, capped at \$705.68 monthly; employee + 1 = \$7.84 capped at \$1356.93 monthly; employee + 2 or more = \$11.34, capped at \$1,962.60 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	\$ 0.41	\$ 0.82	\$ 1.22	\$ 1.63

D. 1.5X Overtime rates = (1.5 x basic hourly rate) + health and welfare + vacation. All work in excess of 8 hours in one day, 40 hours in one week, or on the 6th consecutive day of work week is paid at 1.5X rate. 2X Overtime rates = (2 x basic hourly rate) + health and welfare + vacation. All work performed in excess of 12 hours in one day or on the 7th consecutive day of work week is paid at 2X rate.

The table is based on the Collective Bargaining Agreement between Universal Protection Services LP, dba Allied Universal Security Services, Securitas Security Services USA, Inc., GardaWorld Security, ProGuard Security, ABC Security Services, Chenega Security California Corp., Prosegur Security, Genesis Security, PalAmerican Security and Services Employees International Union, United Services Workers West from October 1, 2022 through June 30, 2026.

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 554-5227

MEMORANDUM

Date: October 23, 2023
To: Members, Board of Supervisors
From: *APR* Angela Calvillo, Clerk of the Board
Subject: Prevailing Wage Certification Legislation

The Office of the Clerk of the Board received the attached transmittal from the Civil Service Commission dated October 23, 2023, along with a copy of the report from the Office of Labor Standards, entitled "Regarding 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."

At their October 2, 2023, meeting, the Civil Service Commission adopted the subject report from the Office of Labor Standards Enforcement, in accordance with Charter, Section A7.204, and Administrative Code, Sections 6.22(e) and 21C.1 et seq.

As submitted and requested by the Civil Service Commission, the Resolution fixing the prevailing wage rate will be introduced on October 31, 2023.

CITY AND COUNTY OF SAN FRANCISCO



DAVID CHIU
City Attorney

OFFICE OF THE CITY ATTORNEY

KATE KIMBERLIN
Deputy City Attorney

Direct Dial: (415) 554-4780
Email: kate.kimberlin@sfcityattorney.org

October 23, 2023

Ms. Angela Calvillo
Clerk
Board of Supervisors

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

Dear Ms. Calvillo:

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

Please note that in the "Whereas" clause beginning at page 5, line 25, 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 2, 2023 meeting. The report includes data to be forwarded by the Commission to the Board of Supervisors. By this letter, 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 3, 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.

Very truly yours,

DAVID CHIU
City Attorney

/s/ Kate Kimberlin

Kate Kimberlin
Deputy City Attorney