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.

Effective from adoption until superseded

	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
Hours worked for the employer	**Basic Hourly Rate**	**Health and Welfare**	**Pension**	**Vacation**		**Hours**	**Total Hourly Rate**	**1.5 X**	**2x**
0-3900	A, B, C $ 17.29	D $ 7.22	$ 2.48	E $ 0.67	F	7.50	$27.66	G $ 36.31	$ 44.95
3901-4850	A, B, C $ 19.42	D $ 7.22	$ 2.48	$ 0.75	F	7.50	$29.87	G $ 39.58	$ 49.29
Over 4850	A, B, C $ 21.80	D $ 9.85	$ 2.48	F $ 0.84	F	7.50	$34.97	G $ 45.87	$ 56.77

21C.2 Table 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 $7.01/hour, capped at $1173.30/month for employees who have worked less than 4850 hours. Health and Welfare payments are $9.38/hour, capped at $1,600.35/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.