

File No. 091766

Committee Item No. 4

Board Item No. 4

## COMMITTEE/BOARD OF SUPERVISORS

### AGENDA PACKET CONTENTS LIST

Committee BUDGET AND FINANCE

Date 12/2/09

Board of Supervisors Meeting

Date 12/8/09

#### Cmte Board

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| <input type="checkbox"/>            | <input type="checkbox"/>            | Motion                                       |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Resolution                                   |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Ordinance                                    |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Legislative Digest                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Budget Analyst Report                        |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Legislative Analyst Report                   |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Introduction Form (for hearings)             |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input type="checkbox"/>            | <input type="checkbox"/>            | MOU  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Information Form                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Budget                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Subcontract Budget                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Contract/Agreement                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Award Letter                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Application                                  |
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#### OTHER

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Prevailing Wage Determination Report \*

Completed by: Gail Johnson

Date 11/25/09

Completed by: 49

Date 12/3/09

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

10/2/97

1 [Prevailing wages for (1) workers on public works and improvement projects, (2) workers  
2 doing janitorial services; (3) workers in public off-street parking lots, garages, or auto storage  
3 facilities; (4) workers in theatrical services; (5) workers performing moving services; and (6)  
workers hauling solid waste.]

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

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

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

24 (2) *Janitorial Services Contracts.* Administrative Code Section 21.25-1 requires that  
25 City contracts for janitorial services to be performed at facilities owned or leased by the City

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

5 (3) *Parking Lot/Garage/Auto Storage Facility Contracts.* Administrative Code Section  
6 21.25-2 requires that leases, management agreements, and other City contracts for the  
7 operation of a public off-street parking lot, garage, or storage facility for automobiles on  
8 property owned or leased by the City provide that employees as defined in Section 21.25-  
9 2(a)(3) working at the parking lot, garage, or storage facility be paid not less than the  
10 prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or  
11 an equivalent amount, as paid in private employment for similar work in the area where the  
12 lease, management agreement, or contract is being performed;

13 (4) *Theatrical Services Contracts.* Administrative Code Section 21.25-3 requires that  
14 contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted by the  
15 City require that any employee as defined in Section 21.25-3(a)(4) engaged in theatrical or  
16 technical services related to the presentation of a show, including, but not limited to, workers  
17 engaged in rigging, sound, projection, theatrical lighting, videos, computers, draping,  
18 carpentry, special effects, and motion picture services be paid not less than the prevailing rate  
19 of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent  
20 amount, as paid in private employment for similar work in the area where the contract, lease,  
21 franchise, permit, or agreement is being performed;

22 (5) *Moving Services Contracts.* Administrative Code Section 21.25-x requires that City  
23 contracts for moving services to be performed at any facility owned or leased by the City  
24 provide that individuals performing moving services be paid not less than the prevailing rate of  
25

1 wages, including wages for holiday and overtime work, and fringe benefits or an equivalent  
2 amount, as paid in private employment for similar work in the area where the contract is being  
3 performed;

4 (6) *Solid Waste Hauling Contracts*. Administrative Code Section 21.25-5 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 employee as defined in Section 21.25-5(a)(5)  
7 engaged in the hauling of solid waste be paid not less than the prevailing rate of wages,  
8 including wages for holiday and overtime work, and fringe benefits or the equivalent thereof,  
9 as paid in private employment for similar work in the area where the contract is being  
10 performed; and

11 WHEREAS, For the foregoing purposes, Administrative Code Sections 6.22(E), 21.25-  
12 1, 21.25-2, 21.25-3, 21.25-x, and 21.25-5 respectively require the Board of Supervisors (the  
13 "Board") annually to fix and determine the prevailing rate of wages paid in private employment  
14 in San Francisco for the various crafts and kinds of labor used on public works and  
15 construction projects; for janitorial services; for workers in public off-street parking lots,  
16 garages, or automobile storage facilities; for theatrical and technical services related to the  
17 presentation of shows; for moving services; and for solid waste hauling services; and

18 WHEREAS, To aid the Board in the aforementioned determinations of prevailing wage  
19 rates, Administrative Code Sections 6.22(E), 21.25-1, 21.25.2, 21.25-3, 21.25-x, and 21.25-5  
20 respectively require the Civil Service Commission ("the Commission") to furnish to the Board  
21 relevant data as to prevailing wage rates; and

22 WHEREAS, For that purpose the Commission at its September 21, 2009 meeting  
23 considered the issue of prevailing wages and a report on that subject prepared by the  
24 Department of Human Resources (the "DHR report"), which is on file with the Clerk of the  
25

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

3 WHEREAS, The Commission at its September 21, 2009 meeting certified the data in  
4 and adopted the DHR report, which includes conclusions as to the prevailing wage rates to be  
5 set in accordance with Administrative Code Sections 6.22(E), 21.25-1, 21.25-2, 21.25-3,  
6 21.25-x, and 21.25-5 respectively; now, therefore, be it

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

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

16 (2) *Janitorial Services Contracts*. Pursuant to Administrative Code Section 21.25-1,  
17 the Board fixes and determines the prevailing rate of wages, including wages for holiday and  
18 overtime work, and fringe benefits or an equivalent amount, paid in private employment for  
19 janitorial work to be the prevailing wages identified in the aforementioned DHR report,  
20 specifically, provisions of the collective bargaining agreement between the San Francisco  
21 Maintenance Contractors Association and Service Employees International Union, Local 87,  
22 in effect August 1, 2008 through July 31, 2012, and provisions of the collective bargaining  
23 agreement between the San Francisco Window Cleaning Contractors Association and the  
24  
25

1 Window Cleaners Union, Service Employees International Union, Local 1877, in effect from  
2 April 1, 2007 through March 31, 2010 (see Attachments 6 and 7 of the DHR report);

3 (3) *Parking Lot/Garage/Auto Storage Facility Contracts.* Pursuant to Administrative  
4 Code Section 21.25-2, the Board fixes and determines the prevailing rate of wages, including  
5 wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in  
6 private employment for work in off-street parking lots, garages, or automobile storage facilities  
7 to be the prevailing wages identified in the aforementioned DHR report, specifically, provisions  
8 of the Garage and Parking Lot Agreement between the Jurisdictional Operators of Parking  
9 Facilities and Teamsters Automotive and Allied Workers, Local 665, in effect from December  
10 1, 2008 through November 30, 2012 (see Attachment 5 of the DHR report);

11 (4) *Theatrical Services Contracts.* Pursuant to Administrative Code Section 21.25-3,  
12 the Board fixes and determines the prevailing rate of wages, including wages for holiday and  
13 overtime work, and fringe benefits or an equivalent amount, paid for theatrical or technical  
14 services related to the presentation of a show including, but not limited to, rigging, sound,  
15 projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and  
16 motion picture services to be the prevailing wages identified in the aforementioned DHR  
17 report, specifically, provisions of the 2009 Project Agreement of Local 16, International  
18 Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts,  
19 in effect from July 1, 2009 through December 31, 2009 (see Attachment 8 of the DHR report);

20 (5) *Moving Services Contracts.* Pursuant to Administrative Code Section 21.25-x, the  
21 Board fixes and determines the prevailing rate of wages, including wages for holiday and  
22 overtime work, and fringe benefits or an equivalent amount, paid in private employment for  
23 moving services to be the prevailing wages identified in the aforementioned DHR report,  
24 specifically, provisions of the Carpenters Truck Driver and Mover Agreement between the  
25


1 Northern California Regional Council of Carpenters and the Carpenters 46 Northern California  
2 Counties Conference Board, in effect September 1, 2008 through August 31, 2010 (see  
3 Attachment 9 of the DHR report); and

4 (6) *Solid Waste Hauling Contracts*. Pursuant to Administrative Code Section 21.25-5,  
5 the Board fixes and determines the prevailing rate of wages, including wages for holiday and  
6 overtime work, and fringe benefits or the equivalent thereof, paid to employees engaged in the  
7 hauling of solid waste, to be the wages identified in the aforementioned DHR report,  
8 specifically, provisions of the Collective Bargaining Agreement Between Sanitary Truck  
9 Drivers and Helpers Union Local 350, International Brotherhood of Teamsters, and NorCal  
10 Waste Systems, Inc., Golden Gate Disposal & Recycling Company, Sunset Scavenger  
11 Company, in effect from January 1, 2005 through December 31, 2011 (see Attachment 10 of  
12 the DHR report).

13 RECOMMENDED:

14 CIVIL SERVICE COMMISSION

15  
16 By:

  
ANITA SANCHEZ  
EXECUTIVE OFFICER



Memo to the Budget and Finance Committee  
December 2, 2009 Budget and Finance Committee Meeting

Item 4 - File 09-1266

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

**Item:** Resolution fixing prevailing wage rates for workers under City contracts that (1) perform public works and construction improvement projects; (2) perform janitorial and window cleaning services; (3) work in public off-street parking lots, garages, and facilities used for storing vehicles on property owned or leased by the City; (4) engage in theatrical or technical services related to the presentation of shows on property owned or leased by the City; (5) perform moving services at facilities owned or leased by the City; and (6) haul solid waste.

**Background:** City Charter Section A7.204 and various sections of the City's Administrative Code require the Board of Supervisors to annually set prevailing wage rates for various City contracts. The Table below identifies (a) the City contractors who are required to pay their employees the most recent annual prevailing wages, (b) the specific Administrative Code Sections, and (c) the date that Administrative Code Sections were previously amended by the Board of Supervisors.

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

| Administrative Code | Date                        | City Contractors who are Required to Pay the Annual Prevailing Wage to their Employees |
|---------------------|-----------------------------|--|
| Section 6.22 (E)    | Amended on June 10, 2005    | Public works or construction improvement contracts                                     |
| Section 21.25-1     | Amended on August 6, 1999   | Janitorial and window cleaning services contracts                                      |
| Section 21.25-2     | Amended on January 24, 2003 | Public off-street parking lots, garages and vehicle storage facilities contracts       |
| Section 21.25-3     | Amended on May 6, 2004      | Theatrical performances contracts  |
| Section 21.25-x     | Amended on July 22, 2004    | Moving services contracts  |
| Section 21.25-5     | Amended on January 19, 2007 | Solid waste hauling services contracts   |

Source: City Administrative Code

**BOARD OF SUPERVISORS**  
**BUDGET ANALYST**

**Description:**

The proposed resolution would establish the annual prevailing wage rates which contractors with the City are required to pay their construction, janitorial and window cleaning, parking, theatrical, moving, and solid waste hauling service employees.

To assist the Board of Supervisors in determining the prevailing wage rates, the Civil Service Commission is required to furnish the Board of Supervisors, on or before the first Monday of November of each year, relevant prevailing wage rate data. Administrative Code Section 6.22(E) states that the Board of Supervisors is not limited to the data submitted by the Civil Service Commission to determine the prevailing wage rates, but may consider other information on the subject, as the Board of Supervisors deems proper.

On September 21, 2009, the Civil Service Commission reviewed and certified the prevailing wage rate data compiled by the Department of Human Resources and forwarded the following data to the Board of Supervisors on September 28, 2009:

1. Public Works and Construction Improvement Contracts: General Prevailing Wage Determinations made by the Director of Industrial Relations, State of California for various crafts and labor classifications, pursuant to California Labor Code Sections 1770, 1773 and 1773.1.

2. Janitorial and Window Cleaning Services Contracts: Collective bargaining agreement effective August 1, 2008 through July 31, 2012 between the San Francisco Maintenance Contractors Association and the Service Employees International Union, Local 1877, Division 87. The collective bargaining agreement effective April 1, 2007 through March 31, 2010 between the San Francisco Window Cleaning Contractors Association and the Window Cleaners Union, Service Employees International Union, Local 1877.

3. Contracts for Public Off-street Parking Lots, Garages, and Facilities used for Storing Vehicles: Garage and Parking Lot Agreement effective December 1, 2008

**BOARD OF SUPERVISORS**  
**BUDGET ANALYST**

through November 30, 2012 between the Jurisdictional Operators of Parking Facilities and Teamsters Automotive and Allied Workers, Local 665.

4. Theatrical Services Contracts: The 2009 Project Agreement, effective July 1, 2009 through December 31, 2009 between the Employer and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts, Local 16.

5. Moving Services Contracts: Standard Carpenters Truck Driver and Mover Agreement effective September 1, 2008 through August 31, 2010 between the Northern California Regional Council of Carpenters and the Carpenters 46 Northern California Counties Conference Board.

6. Solid Waste Hauling Contracts: Collective Bargaining Agreement effective January 1, 2005 through December 31, 2011 between Sanitary Truck Drivers and Helpers Union Local 350, International Brotherhood of Teamsters, NorCal Waste Systems, Inc., Golden Gate Disposal & Recycling Company, and Sunset Scavenger Company.

**Fiscal Impacts:**

According to Mr. Rich David of the Department of Human Resources (DHR), DHR staff spent approximately 40 hours to conduct a survey for the Civil Service Commission in order to compile the data and prepare the report on the prevailing wage rates, which must be paid to employees of contractors, which have contracts with the City, with respect to the six types of contracts listed above. Mr. David advises that such staff costs are absorbed within the DHR's annual budget.

Based on the above-noted prevailing wage rate data, as compiled by the Department of Human Resources, the proposed resolution would establish the following prevailing wage rates: (1) construction workers would be paid between \$10.38 and \$59.68 hourly, depending on the classification of the workers; (2) janitorial workers would be paid \$17.95 hourly and window cleaners would be paid an average of \$20.68 hourly; (3) parking lot workers would be paid \$20.24 hourly; (4) theatrical workers would be paid between \$30.16 and \$44.92 hourly, depending on the classification of the workers; (5) workers performing

**BOARD OF SUPERVISORS**  
**BUDGET ANALYST**

moving services would be paid either \$18.05 or \$18.32 hourly, depending on their classification; and (6) workers hauling solid waste would be paid between \$33.63 and \$39.53 hourly, increasing to between \$34.88 and \$40.78 hourly, as of January 1, 2010. Mr. David advises that these hourly rates exclude fringe benefits, including pension, vacation and holiday pay, which are separately calculated and provided in the data forwarded by the Civil Service Commission to the Board of Supervisors.

Since City contractors performing construction, janitorial and window cleaning, parking, theatrical, moving, and solid waste hauling services work in San Francisco are required to pay their employees at least the prevailing wage rates noted above, the Budget Analyst notes that the proposed resolution could impact the cost of contractor bids. However, any increased costs as a result of the proposed resolution is dependent on future contractor bids and the extent to which the requirement to pay prevailing wage rates caused the bids submitted by the contractors to the City to be higher than they otherwise would have been. Such future cost impacts cannot be estimated at this time.

Ms. Donna Levitt of the Office of Labor Standards Enforcement, currently employs 3.00 FTE 2978 Contract Compliance Officer IIs and 0.30 FTE 0932 Manager IV at an annual cost of approximately \$440,000 in order to enforce the City's prevailing wage rate contract requirements.

According to Ms. Levitt, the Office of Labor Standards Enforcement conducted 32 enforcement actions in FY 2008-2009, which resulted in assessments against 31 public works contractors and one janitorial contractor totaling \$659,830 in back wages owed to contract employees and \$159,659 in penalties owed to the City.

**Comment:**

The proposed resolution could impact the costs of future contractor bids. However, as discussed above, the cost impacts of such future contractor bids cannot be determined at this time. Therefore, the Budget Analyst considers the proposed resolution to be a policy matter for the Board of Supervisors.

**BOARD OF SUPERVISORS**  
**BUDGET ANALYST**

**Recommendation:** In accordance with the Comment above, approval of the proposed resolution is a policy matter for the Board of Supervisors.

**BOARD OF SUPERVISORS**  
**BUDGET ANALYST**



CITY AND COUNTY OF SAN FRANCISCO



DENNIS J. HERRERA  
City Attorney

OFFICE OF THE CITY ATTORNEY

PAUL ZAREFSKY  
Deputy City Attorney

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

October 30, 2009

Ms. Angela Calvillo  
Clerk, Board of Supervisors

Re: Resolution Fixing Prevailing Wage Rates Pursuant To Administrative Code Sections  
6.22(E), 21.25-1, 21.25-2, 21.25-3, 21.25-x, and 21.25-5

Dear Ms. Calvillo:

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

Please note that in the "Whereas" clause beginning at page 3, line 22, the Resolution references and incorporates the Human Resources Department report that was adopted by the Commission at its September 21, 2009 meeting and that includes the data forwarded by the Commission to the Board of Supervisors. The Executive Officer of the Civil Service Commission has forwarded this report and the accompanying data to the Clerk's Office.

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

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

Very truly yours,

DENNIS J. HERRERA  
City Attorney

Handwritten signature of Paul Zarefsky.  
Paul Zarefsky  
Deputy City Attorney

cc: Anita Sanchez, Executive Officer  
Civil Service Commission

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2009 OCT 30 PM 3:09

File 091266



# CIVIL SERVICE COMMISSION CITY AND COUNTY OF SAN FRANCISCO

GAVIN NEWSOM  
MAYOR

RECEIVED  
BOARD OF SUPERVISORS  
2009 SEP 28 AM 9:53  
BY *[Signature]*

September 23, 2009

## NOTICE OF CIVIL SERVICE COMMISSION ACTION

**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.**

At its meeting of September 21, 2009 the Civil Service Commission had for its consideration the above matter.

It was the decision of the Commission to adopt the report; Forward to Board of Supervisors.

If this matter is subject to Code of Civil Procedure (CCP) Section 1094.5, the time within which judicial review must be sought is set forth in CCP Section 1094.6.

CIVIL SERVICE COMMISSION

*Anita Sanchez*

ANITA SANCHEZ  
Executive Officer

### Attachment

c: Micki Callahan, Human Resources Director  
Angela Calvillo, Clerk, Board of Supervisors w/attachment  
Rafael Centeno, Airport Commission  
Rich David, Department of Human Resources  
Martin Gran, Department of Human Resources  
Lavena Holmes-Williams, Port Commission  
Jessica Huey, Department of Human Resources  
Alice Kwong, Municipal Transportation Agency  
Donna Levitt, Office of Contract Administration  
Michele Modena, Public Utilities Commission  
Steven Ponder, Department of Human Resources  
Elizabeth Salvesson, City Attorney's Office  
Tammy Wong, General Services Agency  
Commission File  
Chron

MORGAN R. GORRONO  
PRESIDENT

E. DENNIS NORMANDY  
VICE PRESIDENT

JOY Y. BOATWRIGHT  
COMMISSIONER

DONALD A. CASPER  
COMMISSIONER

MARY Y. JUNG  
COMMISSIONER

ANITA SANCHEZ  
EXECUTIVE OFFICER



# CIVIL SERVICE COMMISSION

1. CIVIL SERVICE COMMISSION REGISTER NUMBER: 0284-09-03
2. FOR CIVIL SERVICE COMMISSION MEETING OF SEPTEMBER 21, 2009
3. CHECK ONE:
- |                |                                     |
|----------------|-------------------------------------|
| CONSENT AGENDA | <input checked="" type="checkbox"/> |
| REGULAR AGENDA | <input type="checkbox"/>            |
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 AND COUNTY OF SAN FRANCISCO
5. RECOMMENDATION: ADOPT REPORT; FORWARD TO BOARD OF SUPERVISORS
6. REPORT PREPARED BY: RICH DAVID TELEPHONE NUMBER: 557-4965
7. NOTIFICATIONS: SEE ATTACHED
8. REVIEWED AND APPROVED FOR CIVIL SERVICE AGENDA:  
HUMAN RESOURCES DIRECTOR: [Signature]  
DATE: 9/4/09
9. SUBMIT THE ORIGINAL TIME-STAMPED COPY OF THIS FORM AND PERSONS TO BE  
NOTIFIED (SEE ITEM 7 ABOVE) ALONG WITH THE REQUIRED COPIES OF THE REPORT  
TO:

HUMAN RESOURCES DIRECTOR:

DATE:

EXECUTIVE OFFICER  
CIVIL SERVICE COMMISSION  
25 VAN NESS, ROOM 720  
SAN FRANCISCO, CA 94102

### CSC RECEIPT STAMP

10. RECEIPT-STAMP THIS FORM IN THE "CSC RECEIPT STAMP" BOX TO THE RIGHT USING THE TIME-STAMP IN THE CSC OFFICE.

ATTACHMENT

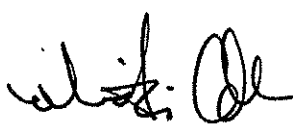
Gavin Newsom  
Mayor



Micki Callahan  
Human Resources Director

DATE: September 21, 2009

TO: The Honorable Civil Service Commission

THROUGH: Micki Callahan, Human Resources Director 

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

RECOMMENDATION: ADOPT REPORT; FORWARD TO BOARD OF SUPERVISORS

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

In May 1999, the Board of Supervisors amended the Administrative Code by adding section 21.25-1 to require that "Every Contract issued by the City and County of San Francisco for Janitorial Services to be performed at any facility owned or leased by the City and County of San Francisco, where such work is to be done directly under the contract awarded (a "prime contract") must require that any individual performing Janitorial Services thereunder be paid not less than the Prevailing Rate of Wages, including fringe benefits or the matching equivalents thereof, paid in private employment for similar work in the area in which the Contract is being performed, as determined by the Civil Service Commission." Attachment 6 contains the contractual changes of the Collective Bargaining Agreement between the San Francisco Maintenance Contractors Association and Service Employees International Union, Building Service Employees Union, Local 1877 Division 87 in effect from August 1, 2008 through July 31, 2012, reflecting the prevailing wage rates for individuals performing janitorial services in San Francisco. The parties are currently in negotiations for a new contract (Please see Attachment 6).

Attachment 7 contains the contractual changes of the Collective Bargaining Agreement between the San Francisco Window Cleaning Contractors Association and Window Cleaners Union - SEIU Local 1877, AFL-CIO in effect from April 1, 2007 to March 31, 2010, reflecting the wage and benefits levels for individuals performing window cleaning services in San Francisco (Please see Attachment 7).

In January 2003, the Board of Supervisors further amended the Administrative Code by adding Section 21.25-2 to require workers employed in public off-street parking lots, garages, or storage

facilities for automobiles on property owned or leased by the City and County of San Francisco be paid the prevailing wage rate. Attachment 5 is the Garage and Parking Lot Agreement between Parking Employers and Teamsters Automotive Employees, Local 665 in effect from December 1, 2008 until November 30, 2012 which reflects the prevailing wage rates for parking and garage attendants (Please see Attachment 5).

In April 2004, the Board of Supervisors amended the Administrative Code by adding Section 21.25-3 (Ordinance 76-04) to the Administrative Code to require that workers engaged in rigging, sound, projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and motion picture services for shows on property owned by the City and County of San Francisco be paid the prevailing wage rate. Attachment 8 is the International Alliance of Theatrical Stage Employees Bargaining Agreement, Local 16 in effect from July 1, 2009 through December 31, 2009 (Please see Attachment 8).

In July 2004, the Board of Supervisors amended the Administrative Code by adding Section 21.25-x (Ordinance 169-04) to the Administrative Code to require that "any individual performing moving services...be paid not less than the Prevailing Rate of Wages". Attachment 9 is the Carpenters Truck Driver and Mover Agreement between the Northern California Regional Council of Carpenters and the Carpenters 46 Northern California Counties Conference Board in effect from September 1, 2008 until August 31, 2010. The standard agreement is used for Employers in Northern California. Signed copies of the union's contracts with its larger employers in San Francisco, reflecting the same prevailing wage rates for furniture movers and related classifications are included for reference (Please see Attachment 9).

Finally, in December 2006, the Board of Supervisors amended the Administrative Code by adding Section 21.25-5, "Any employee engaged in the hauling of solid waste be paid not less than the Prevailing Rate of Wages". Attachment 10 is the Collective Bargaining Agreement between the Sanitary Truck Drivers and Helpers Union Local 350, IBT and NorCal Waste Systems Inc., Golden Gate Disposal & Recycling Company, Sunset Scavenger Company, in effect from January 1, 2005 until December 31, 2011, which reflects the prevailing wage rates for individuals performing the following: 1) driver of an 18 wheel truck with a leak proof/secured garbage pick-up is the Commercial Driver; and 2) individual performing the garbage pick-up, refuse and recyclables (the blue and black containers) and may drive the truck is the Route Lead Person/Fantastic 3 (Please see Attachment 10).

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

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

September 21, 2009

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

Respectfully Submitted,

A handwritten signature in black ink, appearing to be "SP", followed by a horizontal line.

Steve Ponder  
Classification and  
Compensation Manager  
Department of Human Resources



Attachment 1

Prevailing Wage Determination

California – Statewide Rates

