



**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](mailto:civilservice@sfgov.org) and the web address is [www.sfgov.org/civilservice/](http://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 (4<sup>th</sup>) 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/](http://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](mailto: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](mailto:soff@sfgov.org), or on the City’s website at [www.sfgov.org/bdsupvrs/sunshine](http://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](mailto: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](mailto:Pat.mulligan@sfgov.org)

Ivy Fine  
Director of Contract Administration Bureau  
Public Utilities Commission  
525 Golden Gate Ave., 8<sup>th</sup> Floor  
San Francisco, CA 94102  
[IFine@swater.org](mailto:IFine@swater.org)

Kyndra Cox  
Contract Administration Bureau  
Public Utilities Commission  
525 Golden Gate Ave., 8<sup>th</sup> Floor  
San Francisco, CA 94102  
[KCox@swater.org](mailto:KCox@swater.org)

Benjamin Poole  
Workforce and Economic Program Services  
Bureau  
Public Utilities Commission  
525 Golden Gate Ave 9<sup>th</sup> Floor  
San Francisco, CA 94102  
[BPoole@swater.org](mailto:BPoole@swater.org)

Todd Kyger  
Workforce and Economic Program Services  
Bureau  
Public Utilities Commission  
525 Golden Gate Ave 9<sup>th</sup> Floor  
San Francisco, CA 94102  
[TKyger@swater.org](mailto: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](mailto:rita.ohaya@flysfo.com)

Kenneth Bukowski  
Director, Convention Facilities  
747 Howard, 5th Floor  
San Francisco, CA 94103  
[kenneth.bukowski@sfgov.org](mailto: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](mailto: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](mailto:kate.howard@sfgov.org)

Virginia Harmon  
Senior Manager Contracts & Procurement  
San Francisco Municipal Transportation Agency  
[virginia.harmon@sfmta.com](mailto:virginia.harmon@sfmta.com)

Steven Lee  
Manager, Finance and Information Technology  
San Francisco Municipal Transportation Agency  
[Steven.Lee@sfmta.com](mailto:Steven.Lee@sfmta.com)

Lorraine Fuqua  
Finance and Information Technology  
San Francisco Municipal Transportation Agency  
[Lorraine.Fuqua@sfmta.com](mailto:Lorraine.Fuqua@sfmta.com)

Ted Graff  
Manager, Parking & Curb Management  
San Francisco Municipal Transportation Agency  
[Ted.Graff@sfmta.com](mailto:Ted.Graff@sfmta.com)

Alysabeth Alexander-Tut  
Port of San Francisco  
Acting Contracts and Procurement Manager  
[alysabeth.alexander-tut@sfport.com](mailto:alysabeth.alexander-tut@sfport.com)

Sailaja Kurella  
Acting Purchaser and Director  
Office of Contract Administration  
[sailaja.kurella@sfgov.org](mailto: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](mailto: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](mailto:bruce.robertson@sfdpw.org)

Alexander Burns  
Contract Analyst  
San Francisco Department of Public Works  
1155 Market St. Francisco, CA 94102  
[alexander.burns@sfdpw.org](mailto: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 <sup>a</sup>	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) <sup>b</sup>	\$46.03	\$8.57	\$18.44 <sup>c</sup>	\$7.90 <sup>c</sup>	\$3.90	\$0.74	8.0	\$85.58	\$121.765 <sup>d</sup>	\$121.765 <sup>d</sup>	\$157.95
Boilermaker-Blacksmith (Area 2) <sup>b</sup>	\$49.62	\$8.57	\$22.30 <sup>c</sup>	\$6.00 <sup>c</sup>	\$4.40	\$0.74	8.0	\$91.63	\$130.59 <sup>d</sup>	\$130.59 <sup>d</sup>	\$169.55
Boilermaker-Blacksmith (Area 3) <sup>b</sup>	\$45.60	\$8.57	\$20.52 <sup>c</sup>	\$5.50 <sup>c</sup>	\$4.40	\$0.74	8.0	\$85.33	\$121.14 <sup>d</sup>	\$121.14 <sup>d</sup>	\$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 <sup>a</sup>	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 <sup>e</sup> (Area 1) <sup>b</sup>	\$25.32	f	\$0.73 <sup>c</sup>	\$0.00	\$3.90	\$0.74	8.0	\$30.69	\$43.715 <sup>d</sup>	\$43.715 <sup>d</sup>	\$56.74
Boilermaker-Blacksmith Helper <sup>e</sup> (Area 2) <sup>b</sup>	\$27.29	f	\$0.73 <sup>c</sup>	\$0.00	\$4.40	\$0.74	8.0	\$33.16	\$47.17 <sup>d</sup>	\$47.17 <sup>d</sup>	\$61.18
Boilermaker-Blacksmith Helper <sup>e</sup> (Area 3) <sup>b</sup>	\$25.08	f	\$0.73 <sup>c</sup>	\$0.00	\$4.40	\$0.74	8.0	\$30.95	\$43.855 <sup>d</sup>	\$43.855 <sup>d</sup>	\$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>).

<sup>a</sup> Includes amount for Annuity Trust Fund.

<sup>b</sup> **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.

<sup>c</sup> Contribution is factored at the applicable overtime multiplier for each overtime hour worked.

<sup>d</sup> 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.

<sup>e</sup> One Helper shall be employed on each job of 5 to 10 employees.

<sup>f</sup> 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 <sup>a</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>b</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>b</sup>	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



<b>Classification</b> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>a</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>b</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>b</sup>	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).

<sup>a</sup> Includes supplemental dues

<sup>b</sup> 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> (Journeyman)	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 <sup>a</sup>	\$0.67 <sup>b</sup>	\$0.74 <sup>c</sup>	8.0	\$91.66	\$162.39	\$162.39	\$162.39
Powderman	\$57.86	\$8.10	\$11.59 <sup>a</sup>	\$0.58 <sup>b</sup>	\$0.63 <sup>c</sup>	8.0	\$80.50	\$141.30	\$141.30	\$141.30
Groundman	\$39.57	\$8.10	\$11.55 <sup>a</sup>	\$0.40 <sup>b</sup>	\$0.44 <sup>c</sup>	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 <sup>d</sup>	\$2.00 <sup>a</sup>	\$1.47	8.0	\$46.75	\$64.64	\$64.64 <sup>e</sup>	\$64.64
After 1 year	\$34.74	\$7.50 <sup>d</sup>	\$2.00 <sup>a</sup>	\$2.14	8.0	\$47.42	\$65.31	\$65.31 <sup>e</sup>	\$65.31
After 3 years	\$34.74	\$7.50 <sup>d</sup>	\$2.00 <sup>a</sup>	\$2.81	8.0	\$48.09	\$65.98	\$65.98 <sup>e</sup>	\$65.98
After 6 years	\$34.74	\$7.50 <sup>d</sup>	\$2.00 <sup>a</sup>	\$3.47	8.0	\$48.75	\$66.64	\$66.64 <sup>e</sup>	\$66.64
Senior Technician <sup>f</sup>	\$22.42	\$7.50 <sup>d</sup>	\$1.60 <sup>a</sup>	\$0.95	8.0	\$33.14	\$44.69	\$44.69 <sup>e</sup>	\$44.69
After 1 year	\$22.42	\$7.50 <sup>d</sup>	\$1.60 <sup>a</sup>	\$1.38	8.0	\$33.57	\$45.12	\$45.12 <sup>e</sup>	\$45.12
After 3 years	\$22.42	\$7.50 <sup>d</sup>	\$1.60 <sup>a</sup>	\$1.81	8.0	\$34.00	\$45.55	\$45.55 <sup>e</sup>	\$45.55

<b><u>Classification</u></b> (Journeyperson)	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 <sup>d</sup>	\$1.60 <sup>a</sup>	\$2.24	8.0	\$34.43	\$45.98	\$45.98 <sup>e</sup>	\$45.98
Pole Treatment Journeyman	\$31.04	\$7.50 <sup>d</sup>	\$2.00 <sup>a</sup>	\$1.32	8.0	\$42.79	\$58.78	\$58.78 <sup>e</sup>	\$58.78
After 1 year	\$31.04	\$7.50 <sup>d</sup>	\$2.00 <sup>a</sup>	\$1.92	8.0	\$43.39	\$59.375	\$59.375 <sup>e</sup>	\$59.375
After 3 years	\$31.04	\$7.50 <sup>d</sup>	\$2.00 <sup>a</sup>	\$2.51	8.0	\$43.98	\$59.97	\$59.97 <sup>e</sup>	\$59.97
After 6 years	\$31.04	\$7.50 <sup>d</sup>	\$2.00 <sup>a</sup>	\$3.11	8.0	\$44.58	\$60.565	\$60.565 <sup>e</sup>	\$60.565
Pole Restoration and Treatment <sup>f</sup> Technician	\$20.16	\$7.50 <sup>d</sup>	\$1.10 <sup>a</sup>	\$0.85	8.0	\$30.21	\$40.60	\$40.60 <sup>e</sup>	\$40.60
After 1 year	\$20.16	\$7.50 <sup>d</sup>	\$1.10 <sup>a</sup>	\$1.24	8.0	\$30.60	\$40.99	\$40.99 <sup>e</sup>	\$40.99
After 3 years	\$20.16	\$7.50 <sup>d</sup>	\$1.10 <sup>a</sup>	\$1.63	8.0	\$30.99	\$41.38	\$41.38 <sup>e</sup>	\$41.38
After 6 years	\$20.16	\$7.50 <sup>d</sup>	\$1.10 <sup>a</sup>	\$2.01	8.0	\$31.37	\$41.76	\$41.76 <sup>e</sup>	\$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>).

<sup>a</sup> 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

<sup>b</sup> This amount is factored at the applicable overtime rate.

<sup>c</sup> Includes \$0.01 to LMCC; the remaining amount is factored at the applicable overtime rate.

<sup>d</sup> Includes an amount for Health Reimbursements Accounts.

<sup>e</sup> Saturdays may be scheduled as a make-up day at the regular straight time rate.

<sup>f</sup> 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 <sup>d</sup>	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 <sup>a</sup>	\$0.00	8.0	\$45.28	\$63.17	\$63.17 <sup>b</sup>	\$63.17
After 6 months	\$34.74	\$7.50	\$2.00 <sup>a</sup>	\$1.77	8.0	\$47.05	\$64.94	\$64.94 <sup>b</sup>	\$64.94
After 3 years	\$34.74	\$7.50	\$2.00 <sup>a</sup>	\$2.63	8.0	\$47.91	\$65.80	\$65.80 <sup>b</sup>	\$65.80
After 6 years	\$34.74	\$7.50	\$2.00 <sup>a</sup>	\$3.10	8.0	\$48.38	\$66.27	\$66.27 <sup>b</sup>	\$66.27
After 10 years	\$34.74	\$7.50	\$2.00 <sup>a</sup>	\$3.50	8.0	\$48.78	\$66.67	\$66.67 <sup>b</sup>	\$66.67
Senior Technician <sup>c</sup>	\$22.42	\$7.50	\$1.60 <sup>a</sup>	\$0.00	8.0	\$32.19	\$43.74	\$43.74 <sup>b</sup>	\$43.74
After 6 months	\$22.42	\$7.50	\$1.60 <sup>a</sup>	\$1.14	8.0	\$33.33	\$44.88	\$44.88 <sup>b</sup>	\$44.88
After 3 years	\$22.42	\$7.50	\$1.60 <sup>a</sup>	\$1.70	8.0	\$33.89	\$45.43	\$45.43 <sup>b</sup>	\$45.43
After 6 years	\$22.42	\$7.50	\$1.60 <sup>a</sup>	\$2.00	8.0	\$34.19	\$45.73	\$45.73 <sup>b</sup>	\$45.73
After 10 years	\$22.42	\$7.50	\$1.60 <sup>a</sup>	\$2.26	8.0	\$34.45	\$45.99	\$45.99 <sup>b</sup>	\$45.99
Pole Treatment Journeyman	\$31.04	\$7.50	\$2.00 <sup>a</sup>	\$0.00	8.0	\$41.47	\$57.46	\$57.46 <sup>b</sup>	\$57.46
After 6 months	\$31.04	\$7.50	\$2.00 <sup>a</sup>	\$1.58	8.0	\$43.05	\$59.04	\$59.04 <sup>b</sup>	\$59.04
After 3 years	\$31.04	\$7.50	\$2.00 <sup>a</sup>	\$2.35	8.0	\$43.82	\$59.81	\$59.81 <sup>b</sup>	\$59.81
After 6 years	\$31.04	\$7.50	\$2.00 <sup>a</sup>	\$2.77	8.0	\$44.24	\$60.22	\$60.22 <sup>b</sup>	\$60.22
After 10 years	\$31.04	\$7.50	\$2.00 <sup>a</sup>	\$3.13	8.0	\$44.60	\$60.58	\$60.58 <sup>b</sup>	\$60.58

<b>Classification</b> (Journey person)	Basic Hourly Rate	Health and Welfare <sup>d</sup>	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 Technician (First 6 months) <sup>c</sup>	\$19.16	\$7.50	\$1.10 <sup>a</sup>	\$0.00	8.0	\$28.33	\$38.20	\$38.20 <sup>b</sup>	\$38.20
Pole Restoration and Treatment Technician (After 6 months) <sup>c</sup>	\$19.16	\$7.50	\$1.10 <sup>a</sup>	\$0.98	8.0	\$29.31	\$39.17	\$39.17 <sup>b</sup>	\$39.17
Pole Restoration and Treatment Technician (After 3 years) <sup>c</sup>	\$19.16	\$7.50	\$1.10 <sup>a</sup>	\$1.45	8.0	\$29.78	\$39.65	\$39.65 <sup>b</sup>	\$39.65
Pole Restoration and Treatment Technician (After 6 years) <sup>c</sup>	\$19.16	\$7.50	\$1.10 <sup>a</sup>	\$1.71	8.0	\$30.04	\$39.90	\$39.90 <sup>b</sup>	\$39.90
Pole Restoration and Treatment Technician (After 10 years) <sup>c</sup>	\$19.16	\$7.50	\$1.10 <sup>a</sup>	\$1.93	8.0	\$30.26	\$40.13	\$40.13 <sup>b</sup>	\$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.

<sup>a</sup> 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.

<sup>b</sup> Saturdays may be scheduled as a make-up day at the regular straight time rate.

<sup>c</sup> 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.

<sup>d</sup> 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:**

<b>Classification</b> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension <sup>a</sup>	Training <sup>b</sup>	Other <sup>c</sup>	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>).

<sup>a</sup> 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.

<sup>b</sup> This amount is factored at the applicable overtime rate.

<sup>c</sup> 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 <sup>a</sup>	Training	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X) <sup>b</sup>	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

<sup>a</sup> \$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.

<sup>b</sup> 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 <sup>c</sup>	Training	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X) <sup>b</sup>	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

<sup>c</sup> \$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 (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>d</sup>	Training	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X) <sup>b</sup>	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.

<sup>d</sup> \$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 <sup>a</sup>	Training	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X) <sup>b</sup>	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.

<sup>a</sup> \$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.

<sup>b</sup> 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 <sup>a</sup>	Daily Overtime Hourly Rate (1 ½ X) <sup>ab</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>ab</sup>	Sunday Overtime Hourly Rate (2 X) <sup>a</sup>	Holiday Overtime Hourly Rate (2 ½ X) <sup>a</sup>
Stator Rewinder	\$15.50	\$1.39 <sup>c</sup>	\$2.23 <sup>c</sup>	\$0.30 <sup>cd</sup>	\$0.60	\$0.30 <sup>c</sup>	8.0	\$20.31	\$30.17	\$30.17	\$40.02	\$49.88
Stator Rewinder Helper	\$15.50	\$1.39 <sup>c</sup>	\$2.23 <sup>c</sup>	\$0.30 <sup>cd</sup>	\$0.60	\$0.30 <sup>c</sup>	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>).

<sup>a</sup> Does not include any additional amount that may be required for vacation pay.

<sup>b</sup> 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.

<sup>c</sup> Contributions are factored at the appropriate overtime multiplier.

<sup>d</sup> 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 <sup>b</sup>	\$0.00	\$0.00	8.0	\$22.93	\$34.18 <sup>c</sup>	\$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.

<sup>a</sup> 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.

<sup>b</sup> \$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

<sup>c</sup> 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 <sup>a</sup>	\$15.77 <sup>b</sup>	\$33.54 <sup>c</sup>	<sup>d</sup>	\$1.65	\$0.71	8.0 <sup>e</sup>	\$124.04	\$164.19 <sup>f</sup>	\$164.19 <sup>f</sup>	\$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 <sup>a</sup>	\$15.77 <sup>b</sup>	\$33.54 <sup>c</sup>	<sup>d</sup>	\$1.65	\$0.71	8.0 <sup>e</sup>	\$132.72	\$177.21 <sup>f</sup>	\$177.21 <sup>f</sup>	\$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 <sup>a</sup>	\$15.77 <sup>b</sup>	\$33.54 <sup>c</sup>	<sup>d</sup>	\$1.65	\$0.71	7.5 <sup>e</sup>	\$131.28	\$175.05 <sup>f</sup>	\$175.05 <sup>f</sup>	\$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 <sup>a</sup>	\$15.77 <sup>b</sup>	\$33.54 <sup>c</sup>	<sup>d</sup>	\$1.65	\$0.71	7.0	\$134.90	\$180.48 <sup>f</sup>	\$180.48 <sup>f</sup>	\$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>).

<sup>a</sup> Includes amount for Vacation/Holiday and Dues Check Off.

<sup>b</sup> 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.

<sup>c</sup> 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.

<sup>d</sup> Included in Straight-Time Hourly Rate.

<sup>e</sup> For San Francisco County, the Straight-Time Hours is 7 hours.

<sup>f</sup> 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 <sup>a</sup>	Health and Welfare <sup>b</sup>	Pension	Vacation and Holiday	Training	Other <sup>c</sup>	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) <sup>d</sup>	\$46.47	\$12.91	\$13.26	\$3.04 <sup>e</sup>	\$0.00	\$1.75	8.0	\$77.43	\$100.665	\$100.665	\$123.90
Booster Trucks (4 axles or more, 10 yards or less) <sup>f</sup>	\$46.73	\$12.91	\$13.26	\$3.06 <sup>g</sup>	\$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 <sup>h</sup>	\$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.

- <sup>a</sup> 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.
- <sup>b</sup> The contribution applies to all hours until \$2,179.00 is paid for the month.
- <sup>c</sup> Includes amounts for sick leave.
- <sup>d</sup> Add \$0.07 per hour to the basic hourly rate for each yard or portion of yard hauled over 8 yards.
- <sup>e</sup> \$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.
- <sup>f</sup> Add \$0.09 per hour to the basic hourly rate for each yard or portion of yard hauled over 10 yards.
- <sup>g</sup> \$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.
- <sup>h</sup> \$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 <sup>a</sup>	Pension <sup>b</sup>	Vacation	Holiday	Training	Other <sup>c</sup>	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.

<sup>a</sup> Includes an amount for Health Reimbursements Accounts.

<sup>b</sup> 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.

<sup>c</sup> 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 <sup>a</sup>	Health and Welfare	Pension <sup>b</sup>	Vacation and Holiday <sup>c</sup>	Training	Other <sup>d</sup>	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X) <sup>e</sup>	Overtime Hourly Rate (2 X) <sup>f</sup>
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 <sup>g</sup>	Health and Welfare	Pension	Vacation and Holiday <sup>c</sup>	Training	Other <sup>k</sup>	Hours <sup>h</sup>	Total Hourly Rate	Overtime Hourly Rate (1 ½ X) <sup>i</sup>	Overtime Hourly Rate (2 X) <sup>j</sup>
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>).

<sup>a</sup> Includes an amount withheld for dues check off and for vacation.

<sup>b</sup> 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.

<sup>c</sup> Included in the straight-time hourly rate.

<sup>d</sup> 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.

<sup>e</sup> 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.

<sup>f</sup> \$281.24 (ZONE 1) and \$220.64 (ZONE 2) per hour for work on Labor Day.

<sup>g</sup> Includes amount withheld for dues check off.

<sup>h</sup> 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.

<sup>i</sup> 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.

<sup>j</sup> 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.

<sup>k</sup> 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<sup>a</sup>, Placer<sup>a</sup>, Sacramento, San Joaquin and Yolo Counties.

Area 4: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado<sup>a</sup>, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placer<sup>a</sup>, 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 <sup>b</sup>	Training	Other <sup>c</sup>	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>d e</sup>	Daily Overtime Hourly Rate (2 X) <sup>d</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>d f g</sup>	Saturday Overtime Hourly Rate (2X) <sup>d f</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sup>d h</sup>
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 <sup>b</sup>	Training	Other <sup>c</sup>	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sub>d e</sub>	Daily Overtime Hourly Rate (2 X) <sub>d</sub>	Saturday Overtime Hourly Rate (1 ½ X) <sub>d f g</sub>	Saturday Overtime Hourly Rate (2X) <sub>d f</sub>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sub>d h</sub>
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 <sup>b</sup>	Training	Other <sup>c</sup>	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sub>d e</sub>	Daily Overtime Hourly Rate (2 X) <sub>d</sub>	Saturday Overtime Hourly Rate (1 ½ X) <sub>d f g</sub>	Saturday Overtime Hourly Rate (2X) <sub>d f</sub>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sub>d h</sub>
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 (2<sup>nd</sup> Shift):**

Classification (Journeyman) (2 <sup>nd</sup> Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sub>b</sub>	Training	Other <sub>c</sub>	Hours <sub>j</sub>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sub>d k</sub>	Daily Overtime Hourly Rate (2 X) <sub>d</sub>	Saturday Overtime Hourly Rate (1 ½ X) <sub>d f g</sub>	Saturday Overtime Hourly Rate (2X) <sub>d f</sub>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sub>d h</sub>
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 <sup>nd</sup> Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other <sup>c</sup>	Hours <sup>j</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sub>d k</sub>	Daily Overtime Hourly Rate (2 X) <sub>d</sub>	Saturday Overtime Hourly Rate (1 ½ X) <sub>d f g</sub>	Saturday Overtime Hourly Rate (2X) <sub>d f</sub>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sub>d h</sub>
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 (3<sup>rd</sup> Shift<sup>i</sup>):**

Classification (Journeyman) (3 <sup>rd</sup> Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other <sup>c</sup>	Hours <sup>j</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sub>d k</sub>	Daily Overtime Hourly Rate (2 X) <sub>d</sub>	Saturday Overtime Hourly Rate (1 ½ X) <sub>d f g</sub>	Saturday Overtime Hourly Rate (2X) <sub>d f</sub>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sub>d h</sub>
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 <sup>rd</sup> Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sub>b</sub>	Training	Other <sub>c</sub>	Hours <sub>j</sub>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sub>dk</sub>	Daily Overtime Hourly Rate (2 X) <sub>d</sub>	Saturday Overtime Hourly Rate (1 ½ X) <sub>dfg</sub>	Saturday Overtime Hourly Rate (2X) <sub>df</sub>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sub>dh</sub>
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 <sup>rd</sup> Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other <sup>c</sup>	Hours <sup>j</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>dk</sup>	Daily Overtime Hourly Rate (2 X) <sup>d</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>dfg</sup>	Saturday Overtime Hourly Rate (2X) <sup>df</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sup>dh</sup>
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 <sub>b</sub>	Training	Other <sub>c</sub>	Hours.	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sub>d e</sub>	Daily Overtime Hourly Rate (2 X) <sub>d</sub>	Saturday Overtime Hourly Rate (1 ½ X) <sub>d f g</sub>	Saturday Overtime Hourly Rate (2X) <sub>d f</sub>	Sunday / Holiday Overtime Hourly Rate (2 X) <sub>d h</sub>
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 (2<sup>nd</sup> Shift):**

Classification (Journeyman) (2 <sup>nd</sup> Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sub>b</sub>	Training	Other <sub>c</sub>	Hours <sub>j</sub>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sub>d k</sub>	Daily Overtime Hourly Rate (2 X) <sub>d</sub>	Saturday Overtime Hourly Rate (1 ½ X) <sub>d f g</sub>	Saturday Overtime Hourly Rate (2X) <sub>d f</sub>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sub>d h</sub>
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 (3<sup>rd</sup> Shift):**

Classification (Journeyman) (3 <sup>rd</sup> Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sub>b</sub>	Training	Other <sub>c</sub>	Hours <sub>j</sub>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sub>d k</sub>	Daily Overtime Hourly Rate (2 X) <sub>d</sub>	Saturday Overtime Hourly Rate (1 ½ X) <sub>d f g</sub>	Saturday Overtime Hourly Rate (2X) <sub>d f</sub>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sub>d h</sub>
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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<sup>a</sup>, Placer<sup>a</sup>, Sacramento, San Joaquin and Yolo Counties.  
Area 4: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado<sup>a</sup>, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placer<sup>a</sup>, 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 <sup>b</sup>	Training	Other <sup>i</sup>	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sub>d e</sub>	Daily Overtime Hourly Rate (2 X) <sub>d</sub>	Saturday Overtime Hourly Rate (1 ½ X) <sub>d f g</sub>	Saturday Overtime Hourly Rate (2X) <sub>d f</sub>	Sunday / Holiday Overtime Hourly Rate (2 X) <sub>d h</sub>
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 (2<sup>nd</sup> Shift):**

Classification (Journeyman) (2 <sup>nd</sup> Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sub>b</sub>	Training	Other <sub>i</sub>	Hours <sub>j</sub>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sub>dk</sub>	Daily Overtime Hourly Rate (2 X) <sub>d</sub>	Saturday Overtime Hourly Rate (1 ½ X) <sub>dfg</sub>	Saturday Overtime Hourly Rate (2X) <sub>df</sub>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sub>dh</sub>
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 (3<sup>rd</sup> Shift):**

Classification (Journeyman) (3 <sup>rd</sup> Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sub>b</sub>	Training	Other <sub>i</sub>	Hours <sub>j</sub>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sub>dk</sub>	Daily Overtime Hourly Rate (2 X) <sub>d</sub>	Saturday Overtime Hourly Rate (1 ½ X) <sub>dfg</sub>	Saturday Overtime Hourly Rate (2X) <sub>df</sub>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sub>dh</sub>
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>).
- <sup>a</sup> 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.
- <sup>b</sup> 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.
- <sup>c</sup> Includes Annuity Trust Fund, Industry Promotion, Carpenters International Training Fund, Work Preservation, Carpenter Employers Contract Administration, and Vacation/Holiday/Sick Leave Admin.
- <sup>d</sup> The overtime rates for shift work are based on the non-shift overtime rates.
- <sup>e</sup> 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.
- <sup>f</sup> 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.
- <sup>g</sup> Rate applies to the first 8 hours for building construction and for the first 10 hours worked on heavy, highway and engineering construction.
- <sup>h</sup> 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.
- <sup>i</sup> Does not apply to tenant improvement or renovation projects in occupied buildings with a total contract value of \$5 million or less.
- <sup>j</sup> 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.
- <sup>k</sup> 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
- <sup>l</sup> 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 <sup>a</sup>	Vacation and Holiday <sup>b</sup>	Training	Other <sup>c</sup>	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>d</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>d</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X)
Pile Driver, Wharf, and Dock Builder	\$59.64 <sup>e</sup>	\$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 <sup>f g</sup>	\$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 <sup>f</sup>	\$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>).

<sup>a</sup> 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.

<sup>b</sup> Includes an amount per hour for work fees.

<sup>c</sup> 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).

<sup>d</sup> 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.

<sup>e</sup> 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.

<sup>f</sup> Shall receive a minimum of 8 hours pay for any day or part thereof worked.

<sup>g</sup> 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 <sup>a</sup>	Vacation and Holiday <sup>b</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X)
Master Installer (Area 1) <sup>d</sup>	\$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) <sup>d</sup>	\$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) <sup>d</sup>	\$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) <sup>d</sup>	\$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) <sup>d</sup>	\$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) <sup>d</sup>	\$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) <sup>d</sup>	\$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) <sup>d</sup>	\$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) <sup>d</sup>	\$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>).

<sup>a</sup> Includes an amount for Annuity Trust Fund.

<sup>b</sup> Includes an amount for Work Fee.

<sup>c</sup> 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).

<sup>d</sup> **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 <sup>b</sup>	Basic Hourly Rate	Hours <sup>c</sup>	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ x) <sup>d</sup>	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
<b>ALL CRANES &amp; ATTACHMENTS:</b>					
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 <sup>b</sup>	Basic Hourly Rate	Hours <sup>c</sup>	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ x) <sup>d</sup>	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 <sup>b</sup>	Basic Hourly Rate	Hours <sup>c</sup>	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) <sup>d</sup>	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
<b>ALL CRANES &amp; ATTACHMENTS:</b>					
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 <sup>e</sup>	\$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 <sup>b</sup>	Basic Hourly Rate	Hours	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) <sup>d</sup>	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
<b>ALL CRANES &amp; ATTACHMENTS:</b>					
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 <sup>b</sup>	Basic Hourly Rate	Hours	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) <sup>d</sup>	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 <sup>b</sup>	Basic Hourly Rate	Hours	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) <sup>d</sup>	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
<b>ALL CRANES &amp; ATTACHMENTS:</b>					
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 <sup>e</sup>	\$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>).

<sup>a</sup> 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.

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

<sup>c</sup> 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.

<sup>d</sup> 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.

<sup>e</sup> 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 <sup>a</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>b</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	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 <sup>d</sup>	\$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 <sup>a</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>b</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	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 <sup>d</sup>	\$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>).
- <sup>a</sup> 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.
- <sup>b</sup> Rate applies to the first 2 daily overtime hours only. All other time is paid at the double time rate.
- <sup>c</sup> 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.
- <sup>d</sup> 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 <sup>b</sup>	Basic Hourly Rate	Hours <sup>c</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) <sup>d</sup>	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 <sup>e</sup>	\$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 <sup>b</sup>	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) <sup>d</sup>	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 <sup>e</sup>	\$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>).

<sup>a</sup> 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.

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

<sup>c</sup> 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.

<sup>d</sup> 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.

<sup>e</sup> 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 <sup>a</sup>	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other	Hours <sup>c</sup>	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate (1½ x) <sup>d</sup>	Sunday/ Holiday Overtime Hourly Rate (2 x)
<b>Underground Rate</b> Group 1-A	\$59.19	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$92.12	\$121.72	\$151.31
<b>Underground Rate</b> Group 1	\$56.72	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$89.65	\$118.01	\$146.37
<b>Underground Rate</b> Group 2	\$55.46	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$88.39	\$116.12	\$143.85
<b>Underground Rate</b> Group 3	\$54.13	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$87.06	\$114.13	\$141.19
<b>Underground Rate</b> Group 4	\$52.99	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$85.92	\$112.42	\$138.91
<b>Underground Rate</b> Group 5	\$51.85	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$84.78	\$110.71	\$136.63
<b>Shafts Stopes &amp; Raises</b> 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 <sup>a</sup>	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other	Hours <sup>c</sup>	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate (1½ x) <sup>d</sup>	Sunday/ Holiday Overtime Hourly Rate (2 x)
<b>Shafts Stopes &amp; Raises</b> Group 1	\$56.82	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$89.75	\$118.16	\$146.57
<b>Shafts Stopes &amp; Raises</b> Group 2	\$55.56	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$88.49	\$116.27	\$144.05
<b>Shafts Stopes &amp; Raises</b> Group 3	\$54.23	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$87.16	\$114.28	\$141.39
<b>Shafts Stopes &amp; Raises</b> Group 4	\$53.09	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$86.02	\$112.57	\$139.11
<b>Shafts Stopes &amp; Raises</b> 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 <sup>a</sup>	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other	Hours <sup>c</sup>	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate (1½ x) <sup>d</sup>	Sunday/ Holiday Overtime Hourly Rate (2 x)
<b>Underground Rate</b> Group 1-A	\$61.19	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.12	\$124.72	\$155.31
<b>Underground Rate</b> Group 1	\$58.72	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$91.65	\$121.01	\$150.37
<b>Underground Rate</b> Group 2	\$57.46	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$90.39	\$119.12	\$147.85
<b>Underground Rate</b> Group 3	\$56.13	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$89.06	\$117.13	\$145.19
<b>Underground Rate</b> Group 4	\$54.99	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$87.92	\$115.42	\$142.91
<b>Underground Rate</b> Group 5	\$53.85	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$86.78	\$113.71	\$140.63
<b>Shafts Stopes &amp; Raises</b> Group 1-A	\$61.29	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.22	\$124.87	\$155.51
<b>Shafts Stopes &amp; Raises</b> Group 1	\$58.82	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$91.75	\$121.16	\$150.57
<b>Shafts Stopes &amp; Raises</b> Group 2	\$57.56	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$90.49	\$119.27	\$148.05
<b>Shafts Stopes &amp; Raises</b> Group 3	\$56.23	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$89.16	\$117.28	\$145.39
<b>Shafts Stopes &amp; Raises</b> Group 4	\$55.09	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$88.02	\$115.57	\$143.11
<b>Shafts Stopes &amp; Raises</b> 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 <sup>a</sup>	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other	Hours	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate (1½ x) <sup>d</sup>	Sunday/ Holiday Overtime Hourly Rate (2 x)
<b>Underground Rate</b> Group 1-A	\$65.19	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$98.12	\$130.72	\$163.31
<b>Underground Rate</b> Group 1	\$62.72	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$95.65	\$127.01	\$158.37
<b>Underground Rate</b> Group 2	\$61.46	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.39	\$125.12	\$155.85
<b>Underground Rate</b> Group 3	\$60.13	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$93.06	\$123.13	\$153.19
<b>Underground Rate</b> Group 4	\$58.99	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$91.92	\$121.42	\$150.91
<b>Underground Rate</b> 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 <sup>a</sup>	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other	Hours	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate (1½ x) <sup>d</sup>	Sunday/ Holiday Overtime Hourly Rate (2 x)
<b>Shafts Stopes &amp; Raises</b> Group 1-A	\$65.29	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$98.22	\$130.87	\$163.51
<b>Shafts Stopes &amp; Raises</b> Group 1	\$62.82	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$95.75	\$127.16	\$158.57
<b>Shafts Stopes &amp; Raises</b> Group 2	\$61.56	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.49	\$125.27	\$156.05
<b>Shafts Stopes &amp; Raises</b> Group 3	\$60.23	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$93.16	\$123.28	\$153.39
<b>Shafts Stopes &amp; Raises</b> Group 4	\$59.09	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$92.02	\$121.57	\$151.11
<b>Shafts Stopes &amp; Raises</b> 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 <sup>a</sup>	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other	Hours	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate (1½ x) <sup>d</sup>	Sunday/ Holiday Overtime Hourly Rate (2 x)
<b>Underground Rate</b> Group 1-A	\$67.19	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$100.12	\$133.72	\$167.31
<b>Underground Rate</b> Group 1	\$64.72	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$97.65	\$130.01	\$162.37
<b>Underground Rate</b> Group 2	\$63.46	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$96.39	\$128.12	\$159.85
<b>Underground Rate</b> Group 3	\$62.13	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$95.06	\$126.13	\$157.19
<b>Underground Rate</b> Group 4	\$60.99	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$93.92	\$124.42	\$154.91
<b>Underground Rate</b> Group 5	\$59.85	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$92.78	\$122.71	\$152.63
<b>Shafts Stopes &amp; Raises</b> Group 1-A	\$67.29	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$100.22	\$133.87	\$167.51
<b>Shafts Stopes &amp; Raises</b> Group 1	\$64.82	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$97.75	\$130.16	\$162.57
<b>Shafts Stopes &amp; Raises</b> Group 2	\$63.56	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$96.49	\$128.27	\$160.05
<b>Shafts Stopes &amp; Raises</b> Group 3	\$62.23	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$95.16	\$126.28	\$157.39
<b>Shafts Stopes &amp; Raises</b> Group 4	\$61.09	\$13.38	\$10.78	\$5.96	\$1.21	\$1.60	8	\$94.02	\$124.57	\$155.11
<b>Shafts Stopes &amp; Raises</b> 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>).

<sup>a</sup> For classifications within each group, see page 3.

<sup>b</sup> Includes an amount for supplemental dues.

<sup>c</sup> 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.

<sup>d</sup> 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)#<sup>a</sup>**

**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 <sup>b</sup>	Training	Other	Hours <sup>c</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>d</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>ed</sup>	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 <sup>b</sup>	Training	Other	Hours <sup>c</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>d</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>ed</sup>	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)<sup>#a</sup>  
(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 <sup>b</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>d</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>de</sup>	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 <sup>b</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>d</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>de</sup>	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>).

<sup>a</sup> For Building Construction, see Steel Erector and Fabricator (Operating Engineer-Building Construction) determination.

<sup>b</sup> Includes an amount for supplemental dues.

<sup>c</sup> 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.

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

<sup>e</sup> 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 <sup>b</sup>	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>c</sup>	Training	Other	Hours <sup>d</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) <sup>e</sup>	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 <sup>b</sup>	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>c</sup>	Training	Other	Hours <sup>d</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) <sup>e</sup>	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 <sup>b</sup> (Special Single and Second Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>c</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) <sup>e</sup>	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 <sup>b</sup> (Special Single and Second Shift)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>c</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) <sup>e</sup>	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>).

<sup>a</sup> 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.

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

<sup>c</sup> Includes an amount for supplemental dues.

- <sup>d</sup> 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.
- <sup>e</sup> 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 <sup>a</sup>	Basic Hourly Rate	Hours <sup>b</sup>	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) <sup>c</sup>	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
<b>ALL CRANES &amp; ATTACHMENTS:</b>					
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 <sup>a</sup>	Basic Hourly Rate	Hours <sup>b</sup>	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) <sup>c</sup>	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 <sup>a</sup>	Basic Hourly Rate	Hours <sup>b</sup>	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) <sup>c</sup>	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
<b>ALL CRANES &amp; ATTACHMENTS:</b>					
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 <sup>d</sup>	\$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 (Journeyman) (Special Single and Second Shift) Classification Group <sup>a</sup>	Basic Hourly Rate	Hours	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	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
<b>ALL CRANES &amp; ATTACHMENTS:</b>					
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 <sup>a</sup>	Basic Hourly Rate	Hours	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	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 <sup>a</sup>	Basic Hourly Rate	Hours	Total Hourly Rate	Daily/Saturday Overtime Hourly Rate (1½ X) <sup>c</sup>	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
<b>ALL CRANES &amp; ATTACHMENTS:</b>					
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
Assistant to Engineer	\$60.13	8	\$93.06	\$123.13	\$153.19
Group 3-A	\$66.10	8	\$99.03	\$132.08	\$165.13
Truck Crane Assistant to Engineer	\$62.13	8	\$95.06	\$126.13	\$157.19
Hydraulic	\$61.74	8	\$94.67	\$125.54	\$156.41
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 <sup>d</sup>	\$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 Bore, 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>).

<sup>a</sup> For classifications within each group, see Pages 5 – 7.

<sup>b</sup> 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.

<sup>c</sup> 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.

<sup>d</sup> 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 <sup>a</sup>	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) <sup>b</sup>	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.

<sup>a</sup> 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.

<sup>b</sup> 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 <sup>a</sup> (Journey person)	Basic Hourly Rate <sup>b</sup>	Hours <sup>c</sup>	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate <sup>d</sup>	Sunday/ Holiday Overtime Hourly Rate
Construction Specialist	\$37.20	8	\$65.76	\$84.36	\$102.96
Group 1; Group 1(B) <sup>e</sup>	\$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 <sup>st</sup> 6 months)	\$25.38	8	\$53.94	\$66.63	\$79.32
Group 7 – Stage 2 (2 <sup>nd</sup> 6 months)	\$29.00	8	\$57.56	\$72.06	\$86.56
Group 7 – Stage 3 (3 <sup>rd</sup> 6 months)	\$32.63	8	\$61.19	\$77.51	\$93.82



**WAGE RATES AND TOTAL HOURLY RATES (AREA 2):**

Classification <sup>a</sup> (Journeyman)	Basic Hourly Rate <sup>b</sup>	Hours <sup>c</sup>	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate <sup>d</sup>	Sunday/ Holiday Overtime Hourly Rate
Construction Specialist	\$36.20	8	\$64.76	\$82.86	\$100.96
Group 1; Group 1(B) <sup>e</sup>	\$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 <sup>st</sup> 6 months)	\$24.68	8	\$53.24	\$65.58	\$77.92
Group 7 – Stage 2 (2 <sup>nd</sup> 6 months)	\$28.20	8	\$56.76	\$70.86	\$84.96
Group 7 – Stage 3 (3 <sup>rd</sup> 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 <sup>a</sup> (Journeyperson)	Basic Hourly Rate <sup>b</sup>	Hours	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate <sup>d</sup>	Sunday/ Holiday Overtime Hourly Rate
Construction Specialist	\$40.20	8	\$68.76	\$88.86	\$108.96
Group 1; Group 1(B) <sup>e</sup>	\$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 <sup>st</sup> 6 months)	\$28.38	8	\$56.94	\$71.13	\$85.32
Group 7 – Stage 2 (2 <sup>nd</sup> 6 months)	\$32.00	8	\$60.56	\$76.56	\$92.56
Group 7 – Stage 3 (3 <sup>rd</sup> 6 months)	\$35.63	8	\$64.19	\$82.01	\$99.82

**WAGE RATES AND TOTAL HOURLY RATES (AREA 2):**

Classification <sup>a</sup> (Journeyman) Group	Basic Hourly Rate <sup>b</sup>	Hours	Total Hourly Rate	Daily/ Saturday Overtime Hourly Rate <sup>d</sup>	Sunday/ Holiday Overtime Hourly Rate
Construction Specialist	\$39.20	8	\$67.76	\$87.36	\$106.96
Group 1; Group 1(B) <sup>e</sup>	\$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 <sup>st</sup> 6 months)	\$27.68	8	\$56.24	\$70.08	\$83.92
Group 7 – Stage 2 (2 <sup>nd</sup> 6 months)	\$31.20	8	\$59.76	\$75.36	\$90.96
Group 7 – Stage 3 (3 <sup>rd</sup> 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>).

- <sup>a</sup> 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).
- <sup>b</sup> 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.
- <sup>c</sup> 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.
- <sup>d</sup> 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.
- <sup>e</sup> 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 <sup>a</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) <sup>b</sup>	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



<b>Classification (Journeyman)</b>	<b>Basic Hourly Rate</b>	<b>Hours<sup>a</sup></b>	<b>Total Hourly Rate</b>	<b>Daily Overtime Hourly Rate (1 ½ X)</b>	<b>Saturday Overtime Hourly Rate (1 ½ X)<sup>b</sup></b>	<b>Sunday/ Holiday Overtime Hourly Rate</b>
<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:**

<b>Classification (Journeyman)</b>	<b>Basic Hourly Rate</b>	<b>Hours<sup>a</sup></b>	<b>Total Hourly Rate</b>	<b>Daily Overtime Hourly Rate (1 ½ X)</b>	<b>Saturday Overtime Hourly Rate (1 ½ X)<sup>b</sup></b>	<b>Sunday/ Holiday Overtime Hourly Rate</b>
<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 <sup>c</sup>	\$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>).

<sup>a</sup> 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.

<sup>b</sup> 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.

<sup>c</sup> 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)<sup>a</sup>  
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 <b>TRAFFIC CONTROL AND RELATED CLASSIFICATIONS</b>	Basic Hourly Rate	Health and Welfare <sup>b</sup>	Pension <sup>c</sup>	Vacation and Holiday <sup>d</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>e</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>ef</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sup>g</sup>
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 <b>TRAFFIC CONTROL AND RELATED CLASSIFICATIONS</b>	Basic Hourly Rate	Health and Welfare <sup>b</sup>	Pension <sup>c</sup>	Vacation and Holiday <sup>d</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>e</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>ef</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sup>g</sup>
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 <b>STRIPER AND RELATED CLASSIFICATIONS</b>	Basic Hourly Rate	Health and Welfare <sup>b</sup>	Pension <sup>c</sup>	Vacation and Holiday <sup>d</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>e</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>ef</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sup>g</sup>
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 &amp;

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>).

<sup>a</sup> 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).

<sup>b</sup> Includes an amount for Retiree Health & Welfare.

<sup>c</sup> Includes an amount for the Annuity Trust Fund.

<sup>d</sup> Includes an amount for Supplemental Dues.

<sup>e</sup> 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.

<sup>f</sup> 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.

<sup>g</sup> 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<sup>#</sup>**

**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 (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>a</sup>	Training	Other	Hours <sup>b</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>cd</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>cd</sup>	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 (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>a</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sub>cd</sub>	Saturday Overtime Hourly Rate (1 ½ X) <sub>cd</sub>	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>).

<sup>a</sup> Includes an amount for supplemental dues.

<sup>b</sup> 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.

<sup>c</sup> 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.

<sup>d</sup> 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 <sup>a</sup> (Journeyman)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) <sup>b</sup>	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) <sup>c</sup> <sup>d</sup> Step I – 1 <sup>st</sup> 1000 Hours <sup>e</sup> Step II – 2 <sup>nd</sup> 1000 Hours <sup>f</sup> Step III – 3 <sup>rd</sup> 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 <sup>9</sup>	\$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 <sup>a</sup> (Journey person)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) <sup>b</sup>	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 <sup>a</sup> (Journey person)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X)	Saturday Overtime Hourly Rate (1 ½ X) <sup>b</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X)
Group 8 (Trainee) <sup>c</sup> <sup>d</sup> Step I – 1 <sup>st</sup> 1000 Hours <sup>e</sup> Step II – 2 <sup>nd</sup> 1000 Hours <sup>f</sup> Step III – 3 <sup>rd</sup> 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 <sup>g</sup>	\$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.

<sup>a</sup> For classifications within each group, see Pages 5 and 6.

<sup>b</sup> 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.

<sup>c</sup> 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.

<sup>d</sup> Sixty-five percent (65%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

<sup>e</sup> Seventy-five percent (75%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

<sup>f</sup> Eighty-five percent (85%) of the Journey level wage for the type of equipment operated, plus full fringes without Vacation/Holiday.

<sup>g</sup> 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<sup>a</sup>, Placer<sup>a</sup>, Sacramento, San Joaquin and Yolo Counties.

Area 4: All localities within Alpine, Amador, Butte, Calaveras, Colusa, Del Norte, El Dorado<sup>a</sup>, Fresno, Glenn, Humboldt, Kings, Lake, Lassen, Madera, Mariposa, Mendocino, Merced, Modoc, Nevada, Placer<sup>a</sup>, 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 <sup>b</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X)
Drywall Installer/Lather (Area 1)	\$60.39	\$12.49	\$14.63 <sup>d</sup>	\$5.58	\$1.13	\$1.22	8.0	\$95.44	\$125.635	\$125.635	\$155.830
Stocker/Scrapper (Area 1) <sup>e</sup>	\$30.20	\$12.49	\$6.86 <sup>d</sup>	\$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 <sup>d</sup>	\$5.58	\$1.13	\$1.22	8.0	\$89.56	\$116.815	\$116.815	\$144.070
Stocker/Scrapper (Area 2) <sup>e</sup>	\$27.26	\$12.49	\$6.86 <sup>d</sup>	\$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 <sup>d</sup>	\$5.58	\$1.13	\$1.22	8.0	\$90.06	\$117.565	\$117.565	\$145.070
Stocker/Scrapper (Area 3) <sup>e</sup>	\$27.51	\$12.49	\$6.86 <sup>d</sup>	\$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 <sup>d</sup>	\$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 <sup>b</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X)
Stocker/Scrapper (Area 4) <sup>e</sup>	\$26.83	\$12.49	\$6.86 <sup>d</sup>	\$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 (2<sup>nd</sup> Shift):**

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other	Hours <sup>f</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>g</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>g</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sup>h</sup>
Drywall Installer/Lather (Area 1)	\$64.42	\$12.49	\$14.63 <sup>d</sup>	\$5.58	\$1.13	\$1.22	7.5	\$99.47	\$131.680	\$131.680	\$163.890
Stocker/Scrapper (Area 1) <sup>e</sup>	\$32.21	\$12.49	\$6.86 <sup>d</sup>	\$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 <sup>d</sup>	\$5.58	\$1.13	\$1.22	7.5	\$93.19	\$122.260	\$122.260	\$151.330
Stocker/Scrapper (Area 2) <sup>e</sup>	\$29.08	\$12.49	\$6.86 <sup>d</sup>	\$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 <sup>d</sup>	\$5.58	\$1.13	\$1.22	7.5	\$93.73	\$123.070	\$123.070	\$152.410
Stocker/Scrapper (Area 3) <sup>e</sup>	\$29.34	\$12.49	\$6.86 <sup>d</sup>	\$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 <sup>d</sup>	\$5.58	\$1.13	\$1.22	7.5	\$92.29	\$120.910	\$120.910	\$149.530
Stocker/Scrapper (Area 4) <sup>e</sup>	\$28.62	\$12.49	\$6.86 <sup>d</sup>	\$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 (3<sup>rd</sup> Shift):**

Classification (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other	Hours <sup>f</sup>	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>i</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>i</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sup>j</sup>
Drywall Installer/Lather (Area 1)	\$69.02	\$12.49	\$14.63 <sup>d</sup>	\$5.58	\$1.13	\$1.22	7.0	\$104.07	\$138.580	\$138.580	\$173.090
Stocker/Scrapper (Area 1) <sup>e</sup>	\$34.51	\$12.49	\$6.86 <sup>d</sup>	\$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 <sup>d</sup>	\$5.58	\$1.13	\$1.22	7.0	\$97.35	\$128.500	\$128.500	\$159.650
Stocker/Scrapper (Area 2) <sup>e</sup>	\$31.15	\$12.49	\$6.86 <sup>d</sup>	\$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 <sup>d</sup>	\$5.58	\$1.13	\$1.22	7.0	\$97.92	\$129.355	\$129.355	\$160.790
Stocker/Scrapper (Area 3) <sup>e</sup>	\$31.44	\$12.49	\$6.86 <sup>d</sup>	\$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 <sup>d</sup>	\$5.58	\$1.13	\$1.22	7.0	\$96.38	\$127.045	\$127.045	\$157.710
Stocker/Scrapper (Area 4) <sup>e</sup>	\$30.66	\$12.49	\$6.86 <sup>d</sup>	\$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>).

<sup>a</sup> 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.

<sup>b</sup> Includes an amount for Work Fees.

<sup>c</sup> 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.

<sup>d</sup> Includes an amount for Annuity Trust Fund.

<sup>e</sup> Employed for 2000 hours (consecutively or cumulatively).

<sup>f</sup> 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.

<sup>g</sup> 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.

<sup>h</sup> 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.

<sup>i</sup> 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.

<sup>j</sup> 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<sup>#</sup>**

**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.<sup>a</sup>

**Wages and Employer Payments:**

Classification (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension <sup>b</sup>	Vacation and Holiday	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Saturday Overtime Hourly Rate (1 ½ X) <sup>c</sup>	Sunday/ Holiday Overtime Hourly Rate (2 X) <sup>d</sup>
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 <sup>e</sup>	\$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>).

<sup>a</sup> Applies to that portion of these counties north of the Tehachapi Line. For more information contact the Office of the Director - Research Unit.

<sup>b</sup> Includes an amount for Annuity Trust Fund.

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

<sup>d</sup> 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.

<sup>e</sup> 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<sup>#</sup>**

**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 <sup>a</sup> (Journey person)	Basic Hourly Rate	Health and Welfare <sup>b</sup>	Pension	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily Overtime Hourly Rate <sup>c</sup> (1 ½ X)	Saturday Overtime Hourly Rate <sup>c</sup> (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 <sup>a</sup> (Journeyman) Group	Basic Hourly Rate	Health and Welfare <sup>b</sup>	Pension	Vacation/ Holiday	Training	Other Payments	Hours	Total Hourly Rate	Daily Overtime Hourly Rate <sup>c</sup> (1 ½ X)	Saturday Overtime Hourly Rate <sup>c</sup> (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	GROUP 2	GROUP 3	GROUP 4
ASNT Level II-III	AWS-CWI	Geotechnical Driller	ACI
DSA Masonry	ICC Certified Structural Inspector	Soils/Asphalt	Drillers Helper
DSA Shotcrete	NICET Level III	Earthwork Grading	ICC Fireproofing
Lead Inspector	Shear Wall/Floor System Inspector	Excavation and Backfill	NICET Level I
NICET Level IV	Building/Construction Inspector	NICET Level II	Proofload Testing
NDT Level Two			Torque Testing
			NACE
			NDT Level One

### Recognized holidays:

Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the [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>).

<sup>a</sup> For classifications within each group, see page 3.

<sup>b</sup> Amount shall be paid for all hours worked up to 173 hours per month.

<sup>c</sup> 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 <sup>a</sup> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension <sup>b</sup>	Vacation and Holiday <sup>c</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate <sup>d</sup> (1½ X)	Saturday Overtime Hourly Rate <sup>de</sup> (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 <sup>a</sup> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension <sup>b</sup>	Vacation and Holiday <sup>c</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate <sup>d</sup> (1½ X)	Saturday Overtime Hourly Rate <sup>de</sup> (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 <sup>a</sup> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension <sup>b</sup>	Vacation and Holiday <sup>c</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate <sup>d</sup> (1½ X)	Saturday Overtime Hourly Rate <sup>de</sup> (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 <sup>a</sup> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension <sup>b</sup>	Vacation and Holiday <sup>c</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate <sup>d</sup> (1½ X)	Saturday Overtime Hourly Rate <sup>de</sup> (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 <sup>a</sup> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension <sup>b</sup>	Vacation and Holiday <sup>c</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate <sup>d</sup> (1½ X)	Saturday Overtime Hourly Rate <sup>de</sup> (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>).

<sup>a</sup> For classifications within each group, see Page 5.

<sup>b</sup> Includes an amount for Annuity Trust Fund.

<sup>c</sup> Includes an amount for Supplemental Dues.

<sup>d</sup> 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.

<sup>e</sup> 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 <sup>a</sup> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1½ X)	Saturday Overtime Hourly Rate (1½ X) <sup>c</sup>	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 <sup>a</sup> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1½ X)	Saturday Overtime Hourly Rate (1½ X) <sup>c</sup>	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:**

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GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS  
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1  
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

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 <sup>a</sup> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1½ X)	Saturday Overtime Hourly Rate (1½ X) <sup>c</sup>	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 <sup>a</sup> (Journey person)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>b</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1½ X)	Saturday Overtime Hourly Rate (1½ X) <sup>c</sup>	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>).

<sup>a</sup> For classifications within each group, see Page 5.

<sup>b</sup> Includes an amount for Supplemental Dues.

<sup>c</sup> 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 (Journeyman)	Basic Hourly Rate	Health and Welfare	Pension	Vacation and Holiday <sup>a</sup>	Training	Other	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X) <sup>b</sup>	Holiday Overtime Hourly Rate (2X) <sup>c</sup>
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.

<sup>a</sup> Includes an amount for Supplemental Dues.

<sup>b</sup> 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.

<sup>c</sup> 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) <sup>1</sup>**

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

**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) <sup>a</sup> (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) <sup>b</sup>	Sunday/Holiday Overtime Hourly Rate (2 X)
Senior Tree Trimmer (Area 1) <sup>c</sup>	\$29.15	\$6.00	\$3.11	\$2.21	\$0.00	\$0.05	8.0	\$40.52	\$55.095	\$69.67
Tree Trimmer (Area 1) <sup>c</sup>	\$26.15	\$6.00	\$3.11	\$2.01	\$0.00	\$0.05	8.0	\$37.32	\$50.395	\$63.47
Groundsperson (Area 1) <sup>c</sup>	\$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) <sup>c</sup>	\$24.65	\$6.00	\$3.11	\$2.21	\$0.00	\$0.05	8.0	\$36.02	\$48.345	\$60.67
Tree Trimmer (Area 2) <sup>c</sup>	\$23.15	\$6.00	\$3.11	\$2.01	\$0.00	\$0.05	8.0	\$34.32	\$45.895	\$57.47
Groundsperson (Area 2) <sup>c</sup>	\$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.

<sup>1</sup> 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.

<sup>2</sup> This determination does not apply to tree trimming, removal, or planting work performed on construction or landscape construction contracts.

<sup>a</sup> There shall be at least one Senior Tree Trimmer on crews of three or more.

<sup>b</sup> 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.

<sup>c</sup> **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) <sup>a</sup>**

**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 <sup>b</sup>	Health and Welfare	Pension	Vacation and Holiday <sup>c</sup>	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate (1 ½ X) <sup>d</sup>	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>).

<sup>a</sup> 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.

<sup>b</sup> Includes an amount withheld for Dues Check-Off.

<sup>c</sup> 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.

<sup>d</sup> 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) <sup>1</sup>

**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 <sup>a</sup>	\$0.24	\$0.00	8.0	\$16.31 <sup>b</sup>	\$24.06 <sup>b</sup>
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 <sup>c</sup>	\$0.05	\$0.00	8.0	\$15.84 <sup>b</sup>	\$23.59 <sup>b</sup>
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 <sup>d</sup>	\$0.19	\$0.00	8.0	\$15.88 <sup>b</sup>	\$23.63 <sup>b</sup>
Kings	\$15.50	\$0.00	\$0.00	\$0.25 <sup>e</sup>	\$0.25	\$0.00	8.0	\$16.00 <sup>b</sup>	\$23.75 <sup>b</sup>
Lake and Mendocino	\$15.50	\$0.00	\$0.00	\$0.13 <sup>f</sup>	\$0.03	\$0.00	8.0	\$15.66 <sup>b</sup>	\$23.41 <sup>b</sup>
	\$15.50	\$0.00	\$0.00	\$0.14 <sup>g</sup>	\$0.03	\$0.00	8.0	\$15.67 <sup>b</sup>	\$23.42 <sup>b</sup>
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 <sup>h</sup>	\$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 <sup>i</sup>	\$0.18	\$0.00	8.0	\$15.83 <sup>b</sup>	\$23.58 <sup>b</sup>
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 <sup>j</sup>	\$0.12	\$0.00	8.0	\$16.11 <sup>b</sup>	\$23.86 <sup>b</sup>
San Mateo	\$15.50	\$0.43	\$0.00	\$0.12 <sup>k</sup>	\$0.14	\$0.00	8.0	\$16.19 <sup>b</sup>	\$23.94 <sup>b</sup>
	\$15.50	\$0.00	\$0.00	\$0.13 <sup>l</sup>	\$0.17	\$0.00	8.0	\$15.80 <sup>b</sup>	\$23.55 <sup>b</sup>
Santa Clara	\$15.50	\$0.03	\$0.00	\$0.13 <sup>m</sup>	\$0.18	\$0.00	8.0	\$15.84 <sup>b</sup>	\$23.59 <sup>b</sup>
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 <sup>n</sup>	\$0.16	\$0.00	8.0	\$15.79 <sup>b</sup>	\$23.54 <sup>b</sup>
	\$15.50	\$0.38	\$0.00	\$0.15 <sup>o</sup>	\$0.19	\$0.00	8.0	\$16.22 <sup>b</sup>	\$23.97 <sup>b</sup>
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 <sup>p</sup>	\$0.11	\$0.00	8.0	\$15.74 <sup>b</sup>	\$23.49 <sup>b</sup>
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 <sup>q</sup>	\$0.00	\$0.00	8.0	\$16.31 <sup>b</sup>	\$24.06 <sup>b</sup>
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.

<sup>1</sup> 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.

<sup>a</sup> \$0.20 after 3 years of service; \$0.27 after 5 years of service.

<sup>b</sup> Computation is based on first years of employment. This rate should be increased by any applicable vacation increase as stated in other footnotes.

<sup>c</sup> \$0.25 after 7 years of service.

<sup>d</sup> \$0.38 after 3 years of service.

<sup>e</sup> \$0.37 after 5 years of service; \$0.49 after 15 years of service.

<sup>f</sup> \$0.19 after 1 year of service; \$0.25 after 2 years of service.

<sup>g</sup> \$0.22 after 1 year of service; \$0.29 after 2 years of service.

<sup>h</sup> \$0.23 after 7 years of service.

<sup>i</sup> \$0.31 after 5 years of service.

<sup>j</sup> \$0.24 after 5 years of service.

<sup>k</sup> \$0.23 after 2 years of service; \$0.35 after 6 years of service.

<sup>l</sup> \$0.26 after 1 years of service; \$0.39 after 5 years of service.

<sup>m</sup> \$0.27 after 1 years of service; \$0.40 after 5 years of service.

<sup>n</sup> \$0.26 after 7 years of service.

<sup>o</sup> \$0.31 after 3 years of service; \$0.46 after 7 years of service.

<sup>p</sup> \$0.27 after 1 years of service; \$0.40 after 5 years of service.

<sup>q</sup> \$0.23 after 2 years of service.

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

**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**

LOCALITY: SAN FRANCISCO COUNTY

DETERMINATION: SFR-2023-2

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
#BRICKLAYER, BLOCKLAYER:	BRICKLAYER, BLOCKLAYER, STONEMASON		08/22/2023	04/30/2024**	\$52.650	A	\$11.250		\$13.980		\$3.000	B	\$0.800		\$2.220	C	8.0	D	\$83.900	\$111.730	E	\$111.730	E	\$139.550		Holidays	Scope of Work	Travel & Subsistence
#BRICKLAYER, BLOCKLAYER:	POINTER, CLEANER, CAULKER, WATERPROOFER		08/22/2023	06/30/2024**	\$58.720	A	\$11.250		\$14.220		\$0.000	E	\$1.660		\$0.430		8.0	D	\$86.280	\$115.640	G	\$115.640	H	\$145.000		Holidays	Scope of Work	Travel & Subsistence
#BRICK TENDER			08/22/2023	06/30/2024**	\$40.690	I	\$10.100		\$14.170		\$0.000	F	\$0.450		\$0.300		8.0		\$65.710	\$86.060	J	\$86.060	J	\$106.400		Holidays	Scope of Work	Travel & Subsistence
#CARPET, LINOLEUM,	SOFT FLOOR LAYER		08/22/2023	12/31/2023**	\$56.350	A	\$11.050		\$20.530		\$0.000	K	\$1.050		\$0.340		8.0		\$89.320	\$117.500	L	\$117.500	L	\$145.670		Holidays	Scope of Work	Travel & Subsistence
#ELECTRICIAN:	COMM & SYSTEM INSTALLER		02/22/2023	10/31/2023**	\$51.680		\$12.800		\$10.500	M	\$0.000		\$1.100		\$0.260	N	8.0		\$78.150	\$104.900	Q	\$104.900	Q	\$131.640		Holidays	Scope of Work	Travel & Subsistence
#ELECTRICIAN:	COMM & SYSTEM TECH.		02/22/2023	10/31/2023**	\$59.430		\$12.800		\$10.500	M	\$0.000		\$1.100		\$0.260	N	8.0		\$86.170	\$116.930	Q	\$116.930	Q	\$147.690		Holidays	Scope of Work	Travel & Subsistence
#ELECTRICIAN:	INSIDE WIREMAN		08/22/2023	05/31/2024**	\$88.250		\$19.330		\$21.520	P	\$0.000	F	\$1.085		\$0.380	Q	7.0	R	\$133.880	\$179.660	S	\$225.440	I	\$225.440		Holidays	Scope of Work	Travel & Subsistence
#ELECTRICIAN:	CABLE SPLICER		08/22/2023	05/31/2024**	\$99.280		\$19.330		\$21.520	P	\$0.000	F	\$1.085		\$0.380	Q	7.0	R	\$145.320	\$196.820	S	\$248.320	I	\$248.320		Holidays	Scope of Work	Travel & Subsistence
#FIELD SURVEYOR:	CHIEF OF PARTY	U	02/22/2023	02/29/2024**	\$55.290		\$13.380		\$13.510	V	\$4.960	W	\$1.260		\$0.190		8.0		\$88.590	\$116.240	X	\$116.240	X	\$143.880		Holidays	Scope of Work	Travel & Subsistence
#FIELD SURVEYOR:	INSTRUMENTMAN	U	02/22/2023	02/29/2024**	\$51.200		\$13.380		\$13.510	V	\$4.960	W	\$1.260		\$0.190		8.0		\$84.500	\$110.100	X	\$110.100	X	\$135.700		Holidays	Scope of Work	Travel & Subsistence
#FIELD SURVEYOR:	CHAINMAN/RODMAN	U	02/22/2023	02/29/2024**	\$48.320		\$13.380		\$13.510	V	\$4.960	W	\$1.260		\$0.190		8.0		\$81.620	\$105.780	X	\$105.780	X	\$129.940		Holidays	Scope of Work	Travel & Subsistence
#GLAZIER		Y	08/22/2023	12/31/2023**	\$55.720	A	\$11.050		\$20.300	Z	\$0.000		\$1.100		\$0.480	AA	8.0		\$88.650	\$116.510	AB	\$144.370		\$144.370		Holidays	Scope of Work	Travel & Subsistence
#MARBLE FINISHER		AC	08/22/2023	07/31/2024*	\$41.180	AD	\$11.250		\$6.280		\$0.000	K	\$0.450		\$0.930		8.0		\$60.090	\$80.680	AE	\$101.270		\$101.270		Holidays	Scope of Work	Travel & Subsistence
#MARBLE MASON		AC	08/22/2023	07/31/2024*	\$60.200	AD	\$11.250		\$15.880		\$0.000	K	\$0.800		\$1.280		8.0		\$89.410	\$119.510	AE	\$149.610		\$149.610		Holidays	Scope of Work	Travel & Subsistence
#PAINTER		AE	08/22/2023	12/31/2023**	\$50.990	I	\$11.050		\$15.220	V	\$0.000	K	\$1.010		\$0.380		8.0	D	\$78.650	\$104.150	AG	\$104.150	AG	\$129.640		Holidays	Scope of Work	Travel & Subsistence
#PAINTER	INDUSTRIAL PAINTER	AH	08/22/2023	12/31/2023**	\$52.990	I	\$11.050		\$15.220	V	\$0.000	K	\$1.010		\$0.380		8.0	D	\$80.650	\$107.150	AG	\$107.150	AG	\$133.640		Holidays	Scope of Work	Travel & Subsistence
#PAINTER	BRIDGE PAINTER	AI	08/22/2023	12/31/2023**	\$54.990	I	\$11.050		\$15.220	V	\$0.000	K	\$1.010		\$0.380		8.0	D	\$82.650	\$110.150	AG	\$110.150	AG	\$137.640		Holidays	Scope of Work	Travel & Subsistence
#PAINTER:	TAPER		08/22/2023	12/31/2023**	\$60.360	AJ	\$11.050		\$19.240		\$0.000	K	\$1.050		\$0.710		8.0		\$92.410	\$122.590	AK	\$122.590	AK	\$152.770	AL	Holidays	Scope of Work	Travel & Subsistence
#PLASTERER			08/22/2023	06/30/2024**	\$49.540	AM	\$14.930		\$18.990		\$0.000	E	\$1.290		\$1.340		8.0		\$86.090	\$107.710	AN	\$107.710	AO	\$129.320		Holidays	Scope of Work	Travel & Subsistence
#PLASTER TENDER			08/22/2023	06/30/2024**	\$41.930		\$10.100		\$15.720		\$4.910		\$0.500		\$0.500		8.0		\$73.660	\$94.630	L	\$94.630	L	\$115.590		Holidays	Scope of Work	Travel & Subsistence
#PLUMBER:	PLUMBER, STEAMFITTER, REFRIGERATION FITTER (HVAC)		08/22/2022	06/30/2023*	\$82.000	AP	\$18.660		\$21.730		\$0.000	E	\$3.600		\$3.770	AQ	7.0		\$129.760	\$170.760	AR	\$170.760	AS	\$211.760		Holidays	Scope of Work	Travel & Subsistence
#PLUMBER:	PLUMBING SERVICE AND REPAIR		08/22/2022	06/30/2023*	\$69.700	AP	\$17.620		\$19.440		\$0.000	F	\$2.340		\$2.050	AQ	8.0		\$111.150	\$146.000	AT	\$146.000	AU	\$180.850		Holidays	Scope of Work	Travel & Subsistence
#PLUMBER:	AIR CONDITIONING & REFRIGERATION/HVAC - SERVICE WORK		08/22/2022	06/30/2023*	\$82.000	AP	\$18.660		\$21.730		\$0.000	F	\$3.600		\$3.770	AQ	8.0		\$129.760	\$170.760	AT	\$170.760	AU	\$211.760		Holidays	Scope of Work	Travel & Subsistence
#PLUMBER:	LANDSCAPE/IRRIGATION PIPEFITTER		08/22/2022	06/30/2023*	\$69.700	A	\$17.000		\$13.960	AV	\$0.000	E	\$1.100		\$0.890		8.0		\$102.650	\$137.500		\$137.500	AW	\$172.350		Holidays	Scope of Work	Travel & Subsistence
#PLUMBER:	UNDERGROUND/UTILITY PIPEFITTER		08/22/2022	06/30/2023*	\$69.700	A	\$17.000		\$13.960	AV	\$0.000	E	\$1.100		\$0.890		8.0		\$102.650	\$137.500		\$137.500	AW	\$172.350		Holidays	Scope of Work	Travel & Subsistence
#PLUMBER:	SPRINKLER FITTER (FIRE PROTECTION AND FIRE CONTROL SYSTEMS)		08/22/2023	12/31/2023**	\$75.090	A	\$12.900		\$23.200		\$0.000	E	\$1.850		\$0.300		8.0		\$113.340	\$150.890	E	\$150.890	E	\$188.430		Holidays	Scope of Work	Travel & Subsistence
#ROOFER			08/22/2023	07/31/2024*	\$46.300		\$11.200		\$10.390		\$6.130		\$0.600		\$0.800		8.0		\$75.420	\$98.570	AX	\$98.570	AX	\$121.720		Holidays	Scope of Work	Travel & Subsistence
#ROOFER	BITUMASTIC, ENAMELER, PIPE WRAPPER, COAL TAR PITCH BUILD-UP		08/22/2023	07/31/2024*	\$48.300		\$11.200		\$10.390		\$6.130		\$0.600		\$0.800		8.0		\$77.420	\$101.570	AX	\$101.570	AX	\$125.720		Holidays	Scope of Work	Travel & Subsistence
#ROOFER	MASTIC WORKER, KETTLEMAN (2 KETTLES WITHOUT PUMPS)		08/22/2023	07/31/2024*	\$46.550		\$11.200		\$10.390		\$6.130		\$0.600		\$0.800		8.0		\$75.670	\$98.950	AX	\$98.950	AX	\$122.220		Holidays	Scope of Work	Travel & Subsistence
#SHEET METAL WORKER			08/22/2023	06/30/2024**	\$72.370	I	\$15.770	AY	\$33.540	AZ	\$0.000	E	\$1.650		\$0.710		7.0		\$124.040	\$164.190	BA	\$164.190	BA	\$204.330		Holidays	Scope of Work	Travel & Subsistence
#SHEET METAL WORKER	TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS		08/22/2023	06/30/2024**	\$62.460	I	\$15.770	AY	\$31.820	AZ	\$0.000	E	\$1.650		\$0.710		8.0		\$112.410	\$147.100	BB	\$147.100	BB	\$181.790		Holidays	Scope of Work	Travel & Subsistence
#SHEET METAL WORKER	SERVICE MECHANIC (TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS)		08/22/2023	06/30/2024**	\$49.090	I	\$15.170	BC	\$17.250	AZ	\$0.000	E	\$1.490		\$0.710		8.0		\$83.710	\$109.510	BD	\$109.510	BD	\$135.300		Holidays	Scope of Work	Travel & Subsistence
#SHEET METAL WORKER	SERVICE TECHNICIAN (TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS)		08/22/2023	06/30/2024**	\$44.730	I	\$15.170	BC	\$11.320	AZ	\$0.000	E	\$1.490		\$0.710		8.0		\$73.420	\$96.590	BD	\$96.590	BD	\$119.750		Holidays	Scope of Work	Travel & Subsistence
#SHEET METAL WORKER	AIR CONDITIONING SPECIALIST (TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS)		08/22/2023	06/30/2024**	\$39.010	I	\$15.170	BC	\$5.530	AZ	\$0.000	E	\$1.470		\$0.710		8.0		\$61.890	\$82.010	BB	\$82.010	BB	\$102.120		Holidays	Scope of Work	Travel & Subsistence
#SHEET METAL WORKER	AIR CONDITIONING PRO (TOTAL SHEET METAL CONTRACT OF \$200,000 OR LESS)		08/22/2023	06/30/2024**	\$45.850	I	\$15.170	AY	\$11.720	AZ	\$0.000	E	\$1.470		\$0.710		8.0		\$74.920	\$98.600	BB	\$98.600	BB	\$122.270		Holidays	Scope of Work	Travel & Subsistence
#SHEET METAL WORKER	METAL DECK & SIDING		08/22/2023	06/30/2024**	\$49.230	I	\$15.750	AV	\$23.000	BE	\$0.000	E	\$0.320	BF	\$0.000		8.0		\$88.300	\$114.050	BB	\$114.050	BB	\$139.790		Holidays	Scope of Work	Travel & Subsistence
#TERRAZZO FINISHER		BG	08/22/2023	06/30/2024**	\$43.900	BH	\$11.250		\$6.820		\$0.000	E	\$0.800		\$1.070		8.0		\$63.840	\$83.210	BE	\$83.210	BE	\$102.580		Holidays	Scope of Work	Travel & Subsistence

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

**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.

Journey Level	A, B	EMPLOYER PAYMENTS			E Pension	F STRAIGHT-TIME		G OVERTIME HOURLY RATE	
		Basic 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		\$32.48	\$4.70	\$1.87	\$4.00	8	\$43.05	\$59.29	\$75.53
Single Decker (52+ passengers)		\$31.29	\$4.70	\$1.81	\$4.00	8	\$41.80	\$57.45	\$73.09
Min Bus (16-51 passengers)		\$27.72	\$4.70	\$1.60	\$4.00	8	\$38.02	\$51.88	\$65.74
Car/Van (15 passengers or smaller)		\$25.34	\$4.70	\$1.46	\$4.00	8	\$35.50	\$48.17	\$60.84

**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 four hours. The basic hourly rate with the split shift premium are: Double Decker Bus - \$37.35; Single Decker - \$35.98; Mini Bus - \$31.88; Car/Van - \$29.14.

B. Holidays: New Years Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving, Christmas Eve, Christmas Day, New Years Eve. Additionally, employees receive one floating holiday per year. Work performed on holidays is paid at 1.5 times rate unless the holiday falls on one of the driver's regular days off, in which case the employee, if working that day will be paid double time. Employees who work on a holiday are paid for 8 hours. Employees who don't work on the holiday are paid at straight time for 8 hours, whether or not they are scheduled to work that day. When any of the paid holidays listed fall on a Sunday, and the holiday is celebrated officially on the following Monday, all work performed in excess of eight(8) hours on the holiday shall be paid at the rate of double time and one-half the regular hourly rate of pay.

C. Full time employees (32 hours/week or more) are eligible for Health and Welfare contributions after 90 days of employment if that employee worked 80 hours or more in the prior month. Note that other San Francisco labor laws, such as the Health Care Security Ordinance may also apply. Single employee rate = \$4.70/hr capped at \$815 monthly; Employee +1 rate = \$9.11/hr capped at \$1,579 monthly; Employee +2 rate or more = \$9.71/hr capped at \$1,683 monthly. "Dependent" means dependent as defined in the Internal Revenue Code (26 U.S.C. sec. 152, as amended from time to time).

D. Vacation rates vary with seniority as follows:

	1 to 2 years	2 to 5 years	5 to 10 Years	10 to 15 Years	15 + Years
Double Decker Bus	\$0.62	\$1.25	\$1.87	\$2.50	\$3.12
Single Decker (52+)	\$0.60	\$1.20	\$1.81	\$2.41	\$3.01
Min Bus (16-51)	\$0.53	\$1.07	\$1.60	\$2.13	\$2.67
Car/Van (15 or smaller)	\$0.49	\$0.97	\$1.46	\$1.95	\$2.44

E. Contribution is capped at 2080 hours per year.

F. If, during the normal course of business, the employer requires the employees to utilize their personal cell phones for work, the employer shall reimburse \$25.00 per month to employees.

G. 1.5X Overtime = (1.5 \* basic hourly rate) + health and welfare + vacation + 401k. 2X Overtime = (2 \* basic hourly rate) + health and welfare + vacation + 401k. 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 Bauer's Intelligent Transportation, Inc. and Teamsters Local Union No. 665 in effect for signatories through June 30, 2022



## San Francisco Administrative Code Section 21C.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
<b>Base</b>	<b>A, B, C, D, E \$ 26.85</b>	<b>F \$ 10.57</b>	<b>\$ 4.61</b>	<b>G \$ 1.55</b>	<b>7.5</b>	<b>\$ 43.58</b>	<b>\$ 57.01</b>	<b>\$ 70.43</b>
<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>
<b>Scaffold / Bos'n Chair</b>	<b>A, B, D, E \$ 28.31</b>	<b>F \$ 10.57</b>	<b>\$ 4.61</b>	<b>G \$ 1.63</b>	<b>7.5</b>	<b>\$ 45.12</b>	<b>\$ 59.28</b>	<b>\$ 73.43</b>
<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>	<b>EMPLOYER PAYMENTS</b>						<b>STRAIGHT-TIME</b>		<b>OVERTIME</b>	
<b>CLASSIFICATION (JOURNEY LEVEL)</b>	<b>Basic Hourly Rate</b>		<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Vacation</b>	<b>Training</b>	<b>Hours</b>	<b>Total Hourly Rate</b>	<b>1.5X</b>	<b>2X</b>
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.

**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 July 1, 2024 to June 30, 2025.</i>	<b>EMPLOYER PAYMENTS</b>						<b>STRAIGHT-TIME</b>		<b>OVERTIME</b>	
<b>CLASSIFICATION (JOURNEY LEVEL)</b>	<b>Basic Hourly Rate</b>		<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Vacation</b>	<b>Training</b>	<b>Hours</b>	<b>Total Hourly Rate</b>	<b>1.5X</b>	<b>2X</b>
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.

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**

<i>Rates effective July 1, 2024 to June 30, 2025.</i>		<b>EMPLOYER PAYMENTS</b>					<b>STRAIGHT-TIME</b>		<b>OVERTIME</b>	
<b>CLASSIFICATION (JOURNEY LEVEL)</b>	<b>Basic Hourly Rate</b>	<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Vacation</b>	<b>Training</b>	<b>Hours</b>	<b>Total Hourly Rate</b>	<b>1.5X</b>	<b>2X</b>	
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.

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, 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.

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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**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.
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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.

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

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**For Events at Bill Graham**

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
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.

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, 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.
- 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 (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/ Electrics/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, 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.
- 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**

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**

“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	\$ 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.
- 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**

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, 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.
- 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, 2027 to June 30, 2028.</i>	<b>EMPLOYER PAYMENTS</b>						<b>STRAIGHT-TIME</b>		<b>OVERTIME</b>	
<b>CLASSIFICATION (JOURNEY LEVEL)</b>	<b>Basic Hourly Rate</b>		<b>Health &amp; Welfare</b>	<b>Pension</b>	<b>Vacation</b>	<b>Training</b>	<b>Hours</b>	<b>Total Hourly Rate</b>	<b>1.5X</b>	<b>2X</b>
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.

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**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**

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 \$ 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		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	\$ 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.