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

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

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

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

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

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

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

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

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

(8) **Contracts for Broadcast Services.** Administrative Code, Section 21C.9, requires
that contracts, leases, franchises, permits, or agreements awarded, let, issued, or granted by
the City for the use of property owned by the City require that any individual engaged in
broadcast services on City property be paid not less than the prevailing rate of wages,
including fringe benefits or the matching equivalents thereof, paid in private employment for similar work in the area in which the contract, lease, franchise, permit, or agreement is being performed;

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

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

WHEREAS, Administrative Code, Section 21C.1, provides that, in the case of any contract for Services wherein motor bus service is to be rendered to the general public on any
facility owned by the City, or in the case of any contract for the transportation within the
boundaries of the City of any Commodities owned or in the possession of the City, the
Purchaser, on recommendation of the department head concerned and approval of the Mayor
or the Mayor’s designee or the board or commission in charge of such department upon the
ground that the public interest would be best served by requiring the inclusion of such a
provision in the contract, may require that any person performing labor thereunder shall be
paid not less than the highest general prevailing rate of wages, including fringe benefits or the
matching equivalents thereof, paid in private employment for similar work in the area in which
the contract is being performed, on the condition that the notice inviting offers under
Administrative Code, Section 21.2 calls attention to the requirements of any such provision;
and

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

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

WHEREAS, For that purpose the Commission at its October 19, 2020, meeting
considered the issue of prevailing wages for all the categories of workers covered in this
Resolution, along with a report prepared by the Office of Labor Standards Enforcement
(the “OLSE report”), on file with the Clerk of the Board of Supervisors in File No. 201243,
which is hereby declared to be a part of this Resolution as if set forth fully herein; and

WHEREAS, The Commission at its October 19, 2020, meeting certified the data in and
adopted the OLSE report, which includes conclusions as to the prevailing wage rates to be set
in accordance with Administrative Code, Sections 6.22(e), 21C.1, 21C.2, 21C.3, 21C.4,
21C.5, 21C.6, 21C.8, 21C.9, 21C.10, and 21C.11; now, therefore, be it

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

(1) Public Works Contracts. Pursuant to Administrative Code, Section 6.22(e), the
Board fixes and determines the prevailing rate of wages, including per diem wages and wages
for holiday and overtime work, for the various crafts and kinds of labor paid in private
employment in San Francisco to be the prevailing wages identified in the OLSE report,
specifically, the General Prevailing Wage Determinations made by the Director of Industrial
Relations, State of California, pursuant to California Labor Code, Sections 1770, 1773, and
1773.1 (see Attachments 1–3 of the OLSE report, at pages 1–125);

(2) Janitorial Services Contracts. Pursuant to Administrative Code, Section 21C.2, the
Board fixes and determines the prevailing rate of wages, including wages for holiday and
overtime work, and fringe benefits or an equivalent amount, paid in private employment for
janitorial work to be the prevailing wages identified in the aforementioned OLSE report,
specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at pages 130–
131;

(3) Parking Lot/Garage/Auto Storage Facility Contracts. Pursuant to Administrative
Code, Section 21C.3, the Board fixes and determines the prevailing rate of wages, including
wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in
private employment for work in off-street parking lots, garages, or automobile storage facilities
to be the prevailing wages identified in the aforementioned OLSE report, specifically, the
prevailing wages identified in Attachment 4 of the OLSE report, at pages 132–133;

(4) **Theatrical Services Contracts.** Pursuant to Administrative Code, Section 21C.4,
the Board fixes and determines the prevailing rate of wages, including wages for holiday and
overtime work, and fringe benefits or an equivalent amount, paid for theatrical or technical
services related to the presentation of a show including, but not limited to, rigging, sound,
projection, theatrical lighting, videos, computers, draping, carpentry, special effects, and
motion picture services to be the prevailing wages identified in the aforementioned OLSE
report, specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at
page 134–135;

(5) **Solid Waste Hauling Contracts.** Pursuant to Administrative Code, Section 21C.5,
the Board fixes and determines the prevailing rate of wages, including wages for holiday and
overtime work, and fringe benefits or the equivalent thereof, paid to employees engaged in the
hauling of solid waste, to be the wages identified in the aforementioned OLSE report,
specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at page 136;

(6) **Moving Services Contracts.** Pursuant to Administrative Code, Section 21C.6, the
Board fixes and determines the prevailing rate of wages, including wages for holiday and
overtime work, and fringe benefits or an equivalent amount, paid in private employment for
moving services to be the prevailing wages identified in the aforementioned OLSE report,
specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at page 138;

(7) **Contracts for Exhibit, Display, or Trade Show Work.** Pursuant to Administrative
Code, Section 21C.8, the Board fixes and determines the prevailing rate of wages, including
wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in
private employment for individuals engaged in exhibit, display, or trade show work, to be the prevailing wages identified in the aforementioned OLSE report, specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at pages 140–141;

(8) **Contracts for Broadcast Services.** Pursuant to Administrative Code, Section 21C.9, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private employment for individuals engaged in broadcast services, to be the prevailing wages identified in the aforementioned OLSE report, specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at pages 142–143;

(9) **Loaders and Unloaders, and Related Drivers.** Pursuant to Administrative Code, Section 21C.10, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private employment for individuals engaged in loading or unloading on City property of materials, goods, or products into or from a commercial vehicle in connection with a show or special event, and also for individuals engaged in driving a commercial vehicle into which or from which materials, goods, or products are loaded or unloaded in connection with a show or special event, to be the prevailing wages identified in the aforementioned OLSE report, specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at pages 144–145;

(10) **Security Guards.** Pursuant to Administrative Code, Section 21C.11, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private employment for individuals performing security guard services, to be the prevailing wages identified in the aforementioned OLSE report, specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at page 146; and
(11) **Motor Bus Service Contracts.** Pursuant to Administrative Code, Section 21C.1, the Board fixes and determines the prevailing rate of wages, including wages for holiday and overtime work, and fringe benefits or an equivalent amount, paid in private employment for individuals performing work under motor bus service contracts, to be the prevailing wages identified in the aforementioned OLSE report, specifically, the prevailing wages identified in Attachment 4 of the OLSE report, at pages 144–145.

RECOMMENDED:

CIVIL SERVICE COMMISSION

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

December 02, 2020 Budget and Finance Committee - RECOMMENDED

December 08, 2020 Board of Supervisors - ADOPTED
Ayes: 11 - Fewer, Haney, Mandelman, Mar, Peskin, Preston, Ronen, Safai, Stefani, Walton and Yee

File No. 201243

I hereby certify that the foregoing Resolution was ADOPTED on 12/8/2020 by the Board of Supervisors of the City and County of San Francisco.

Angela Calvillo
Clerk of the Board

London N. Breed
Mayor

Date Approved