



Pete Wilson, Governor

State of California

MEMORANDUM

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EFFECTIVE DATE: July 1, 1991  
EXPIRATION DATE: Indefinite  
DATE OF ISSUE: May 30, 1991

To: PERSONNEL MANAGEMENT LIAISONS  
TRADE RATE LETTER USER DEPARTMENTS

THIS MEMORANDUM SHOULD BE DISTRIBUTED TO:

Accounting Offices  
Personnel Transactions Supervisors  
Construction/Casual Employee Hiring Agents

From: Department of Personnel Administration  
Classification and Compensation Division

Subject: Elimination of Trade Rate Letters and Procedure for New Process

The Department of Personnel Administration (DPA) has the authority for setting the salary rate for skilled trades classes in which casual employees are appointed. The classes are identified as "Skilled Trades" classes in the pay scale. At present, "Trade Rate Letters" are prepared by DPA which contain information such as the base pay, health and welfare benefits, vacation and holiday pay, pension fund payments and union dues.

The Department of Industrial Relations (DIR) prepares a schedule of wages known as the "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", commonly referred to as "DIR prevailing wage sheets". DPA has determined that the criteria and method by which DIR establishes prevailing rates meets DPA's statutory requirements for casual employees. Therefore, in the interest of efficiency and economy, DPA will no longer issue trade rate letters, and has established a procedure by which those departments employing casual laborers will use DIR's prevailing rates to determine the hourly rate of pay and benefits for casual employees. There has also been a change in the procedure for payment of the health and welfare benefits, in that departments will no longer send checks to multiple benefit funds, but rather, will remit one check to a single agent authorized by the union.

All departments who currently receive trade rate letters have been placed on DIR's prevailing wage sheet mailing list. DIR will send these departments a full set of the prevailing wage sheets, and will send quarterly updates for those pages that have changes; you simply remove the old page and insert the new page. You should receive your first set of DIR prevailing wage sheets by JUNE 17, 1991, if you do not receive them by that date, contact DIR at the address or telephone number listed below to ensure that your address is on DIR's mailing list. The State of California will begin using the DIR's prevailing wage sheets to pay "Skilled Trades" employees effective JULY 1, 1991.

If you were not on the old trade rate letter mailing list and would like to receive a copy of DIR's prevailing wages write them at:

Department of Industrial Relations  
Prevailing Wage Unit  
395 Oyster Point Blvd.  
4th Floor, Wing C  
South San Francisco, CA 94080  
Telephone Number (415) 737-2794, ATSS 532-2794

DIR has a staff assigned to interpret local union contracts and other wage sources, update the prevailing rate charts, and provide phone/mail referral services to agencies awarding public work. Questions regarding the prevailing wage should be referred to them at the address/telephone number shown above.

In addition to the change from Trade Rate Letters to DIR's prevailing wage rates, the following policy changes will take effect on JULY 1, 1991:

1. The date of a Union contract will NO LONGER be considered when determining the effective date of a rate of pay, the issue date on DIR's prevailing wage sheet shall be the effective date. The State of California is not signatory to any of these Union contracts and is, therefore, not bound by the terms and conditions of these agreements. The prevailing wage is determined by DIR based studies conducted by their staff and do not necessarily match the wage sited in the contract. In cases where the expiration date listed on DIR's prevailing wage sheets has passed, departments should refer to the footnotes on the back of the prevailing wage sheets which allows for one of two scenarios to exist: (a) the rates will be effective until superseded by new determinations issued by DIR or (b) the rate to be paid for work after the expiration date has been determined and should be incorporated into contracts entered into now. Contact the DIR-Division of Labor Statistics and Research for specific rates at (415) 737-2794.
2. A single check will be remitted for benefit trust payments such as health and welfare, pension (nat'l and local), training and other trust funds. The Union shall specify the name and address of a single trust fund authorized agent and they shall be responsible for distributing the funds

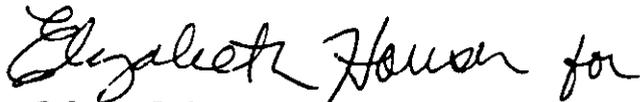
to the appropriate accounts. Benefit payments are not considered part of the Union employee's taxable wage. Departments should continue to make separate payments for vacation and union dues as these are deductions from the employees after-tax pay.

3. Both union and non-union employees are entitled to receive the "Total Hourly Rate" amount identified on the prevailing wage sheets. To determine the hourly amount to pay a Union employee, take the TOTAL HOURLY RATE listed on the prevailing wage sheet and subtract any amount indicated for HEALTH AND WELFARE and PENSION and TRAINING AND/OR OTHER funds, as these amounts will be paid by Accounting directly to the authorized trust fund agent. Non-union employees cannot have payments made to the trust funds on their behalf, therefore, they receive the total hourly rate in their paycheck. The practices of reducing non-union employee's wages by the union dues or pension/training funds amounts or paying trust fund amounts under type "E" pay, are discontinued effective with this conversion.
4. The union dues or dues checkoff amount will NO LONGER BE DEDUCTED from the hourly rate of NON-UNION employees. Non-union employees are entitled to receive the "TOTAL HOURLY RATE" from DIR's prevailing wage sheets as taxable income in their regular pay warrant.
5. Apprenticeship rates are not included on DIR's prevailing wage sheets, but should be provided by the employee's Union and verified by contacting DIR's local Division of Apprenticeship Standards (DAS), whose phone number can be found in the local directory under "Apprenticeship Standards Information".
6. DIR's prevailing wages do not provide a separate wage amount for Project Foreman/Supervisors. In cases where a department deems it necessary to designate a project foreman/supervisor, that casual employee shall be eligible to receive \$1.50 per hour pay differential for every hour worked. This pay differential shall be provided for in the California Civil Service Pay Scale under the Pay Differential Section. This hourly amount should be added to the prevailing wage established for the project foreman's craft classification (Journeylevel). Assignment of a Project Foreman/Supervisor is completely at the discretion of the appointing department.
7. ALL casual (skilled trades) employees hired after 7/1/91 will be subject to the wage as shown on the prevailing wage sheets. For employees already on payroll, they may retain the pay they were hired at under the trade rate letter for the duration of their present assignment or be switched to the prevailing wage, at the discretion of the hiring department. If a trade rate letter expires during the duration of the employee's assignment, they will be converted to the prevailing wage.

Personnel Management Liaisons  
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The changes to the process are outlined in the attached procedures for the user Department's Construction, Personnel and Accounting offices and the State Controller's Office in determining the correct amount to pay "Skilled Trade" employees. We believe the revised policies and procedures and the use of DIR's prevailing wage sheets will greatly reduce the time required by departments to administer their casual labor personnel process, as well as increase the accuracy of related personnel transactions.

If you have any questions in regard to this matter, you may contact Lois Cottros at (916) 324-9413, ATSS 454-9413.



Robert Painter  
Section Manager

Attachment

## PROCEDURES TO PAY SKILLED TRADE EMPLOYEES

Effective JULY 1, 1991 Trade Rate Letters will be replaced by the Prevailing Wage Determinations from the Department of Industrial Relations (DIR). Questions regarding the use and application of DIR's prevailing wage determinations should be directed to DIR at (415) 737-2794, ATSS 532-2794 or by writing:

Department of Industrial Relations  
Prevailing Wage Unit  
395 Oyster Point Blvd.  
4th Floor, Wing C  
South San Francisco, CA 94080

1. The Department's Construction Division (or other hiring agent), determines the need for a short-term skilled laborer that cannot be met via the civil service system, and hires the employee.
2. The Department's hiring agent:
  - Uses DIR's prevailing wage determination sheets (sample Attachment #1 & #2) to identify the proper TITLE, COUNTY AND PAY for the employee, and forwards the information to the Personnel/Accounting offices. The prevailing wage sheets are divided into two areas, the Basic Trades Rates section which divides California into broad geographic areas such as Statewide, Southern, San Diego or Northern areas (Attachment #2); and the Sub-Trades Rates (Attachment #1), which divides the State by county (alphabetically) and lists the specific rates for classes found in that county which are not found in the Basic Trades Rates section. If necessary, forward a copy of the applicable prevailing wage sheet with the appropriate "Craft (Journeylevel)" for the employee highlighted to assure proper pay.
  - Determines if a Project Foreman/Supervisor is needed, and if so, designate one of the casual laborers as the Foreman/Supervisor. This employee is eligible to receive a pay differential of \$1.50 per hour for every hour worked (or other amount as specified in the Civil Service Pay Scale-Pay Differential Section). This should be noted separately from the rate of pay the employee is entitled to receive based on the prevailing wage, so that Personnel will be able to properly identify the pay differential. The department is not required to designate a Project Foreman/Supervisor. This option is being provided as a tool to help meet the individual needs of departments.
  - Works with the Personnel Office to identify the appropriate class code for the employee from the Skilled Trade alphabetical listing of the California Civil Service Pay Scale (sample Attachment #3) for position tracking purposes only (this step may be eliminated at a later date if the SCO and departments find it is no longer needed/valuable).

- Determines if the employee is a union or non-union employee; if the employee is a union employee, determine if vacation and union dues are to be deducted from the employee's pay and the hourly amount for each and forward this information to Accounting/Personnel Office. Union's must provide an "Employer's Report of Trust Fund Payment" (sample Attachment #4) to the Accounting Office with the SINGLE TRUST FUND of their choice identified for payment of all approved trust fund payments. The State of California will NO LONGER make payments to separate benefits trust accounts, but will provide one composite check to a single trust fund agent authorized by the union. We will continue to make a separate payment for the vacation and union dues as they are paid from payroll deductions as provided for in the State Administrative Manual (SAM) Section 8597. If the hourly amount shown on the Employer's Report of Trust Fund Payment provided by the Union for health & welfare, pension, training or other trust fund payment or vacation/holiday pay differs from that shown on DIR's prevailing wage sheets, the department will pay the amount shown on DIR's prevailing wage sheets. The hourly amount for vacation/union dues are usually not broken down on DIR's prevailing wage sheets, therefore, the amounts on the Union's Employer's Report of Trust Fund Payments should be used. If the employee is a non-union employee, the employee would receive the "Total Hourly Rate" as shown on the prevailing wage sheets directly in their pay warrant. Since these employees are not eligible to participate in the Union trust funds, they receive the cash equivalent as part of their regular pay.

### 3. The Department's Personnel Office:

- Receives notification from hiring agent of new Skilled Trade employee, uses the California Civil Service Pay Scale to determine proper class code for employee and DIR prevailing wage sheet to determine appropriate title, county and pay for employee, and provides this information to the Accounting Division (see directions under #2 above-"The Departments hiring agent:"). This information is also entered into the SCO system creating a Personnel Action Request (PAR) document which establishes an employee record that is needed to generate a pay warrant. In order to provide ease in SCO auditing, it is important that the EXACT TITLE of the "Craft (Journeylevel)" class and county as they appear on DIR's prevailing wage sheets be used on the PAR document. The title from the prevailing wage sheets should be placed in item 215 (on the PAR & Post audit docs) and a notation as to whether the employee is union ("U") or non-union ("NU"). Item 215 only has 16 spaces so abbreviations will be necessary, the Union or Non-Union characters should be the first ones noted in this field (i.e., a Union drywall installer (carpenter) could be shown as ("U-DRYWL/INSTLR). Since the class code will not be listed on DIR's prevailing wage sheet, as it was on the TRLs, the Craft (Journeylevel) title will be the only cross-reference the SCO will have to audit the data entered by the department. The class code from the pay scale will continue to be placed on the PAR document and other supporting documents for departments' position tracking (this step may be eliminated later if the departments and SCO find it is no longer needed/valuable). If the employee is working in multiple counties which would result in a different rate of pay for some of the hours worked, note this in item 10 on the pay documents.

- Receives notice of hours worked by employee and submits payroll to SCO by directly keying hours worked into the system to generate a pay warrant. If the department is not on the SCO's automated system a manual pay document is created, in which case a copy of the appropriate DIR's prevailing wage sheet, with the applicable craft (Journeylevel) rate highlighted, should be attached for ease of audit.
- In cases where a casual laborer has been designated as the Project(s) Foreman/Supervisor by the department's hiring agent, the employee is eligible to receive \$1.50 per hour for every hour worked pay differential (or other amount as specified in the Civil Service Pay Scale-Pay Differential Section). This amount is to be added to whatever the employee is entitled to receive for his Craft (Journeylevel) under the prevailing wage sheets.
- For UNION EMPLOYEES - if requested by employee, or directed by hiring agent, creates a miscellaneous deduction (049) for vacation payments and union dues to be withheld from employee's paycheck and paid to those funds on his/her behalf. The amount withheld from the employee's check will be remitted on a monthly basis by the Accounting Division. Health and Welfare, pension, training and/or other trust fund benefits are paid by Accounting based on prevailing rate charts and information on the Employer's Report of Trust Fund Payments received from the union. To determine the hourly amount to pay a Union employee, take the TOTAL HOURLY RATE listed on the prevailing wage sheet and subtract any amount indicated for HEALTH AND WELFARE and PENSION and TRAINING AND/OR OTHER funds, as these amounts will be paid by Accounting directly to the authorized trust fund agent.
- For NON-UNION EMPLOYEES - pays the TOTAL HOURLY RATE as shown on DIR's prevailing wage sheets directly to employee in the pay warrant. Since these employees are not eligible to participate in Union trust funds, they receive the cash equivalent as part of their regular TAXABLE pay. The practice of creating a type "E" payment for the benefit portion of the pay and deducting the Union dues/due checkoff amounts from these employee's pay shall be DISCONTINUED effective with this change to DIR prevailing wage sheets.

4. The Department's Accounting Office:

- Receives pay document from department's hiring agent and "Employer's Report of Trust Fund Payment" report from employee's union and compares dollar amounts to those shown on DIR's prevailing wage sheets. If a discrepancy exists, DIR's prevailing wage sheet amounts shall be used. When determining what amount to pay from the Union's Employer's Report of Trust Fund Payments" form, DO NOT pay any amount that is not listed on DIR's prevailing wage sheet as it would not be considered an eligible expense.
- On a monthly basis, recaps health and welfare, pension, training and/or other benefits payment and remits to the SINGLE UNION TRUST FUND authorized by the union, who can then distribute to the multiple trust funds. To calculate amount to pay, add up all of the health and welfare benefit rates and multiply by the number of hours the union employee

worked. This is considered an expense item for the employer. A SCO claim schedule is prepared to remit these payments, attach a copy of the Union form showing trust fund amounts and the appropriate page of the prevailing wage sheet to the back of this claim schedule for audit purposes. Any forms that need to be included with the check to the Union's designated trust fund agent should be folded to remittance advice/warrant size and attached to the back of the remittance advice envelope.

- Vacation and Union dues are also remitted on a monthly basis from the State payroll trust account. These funds are withheld from the employee's paycheck on an after-tax basis (much like a voluntary/misc. deduction such as the credit union) and remitted to the appropriate trust funds on their behalf. A SCO claim schedule is prepared to remit funds, attach a copy of DIR prevailing wage sheet and the Union's Employer's Report of Trust Fund Payments that shows the vacation and union dues for SCO audit purposes. Any documentation that needs to be sent with the warrant to the union should be folded to remittance advice/warrant size and attached to the back of the remittance advice envelope.

5. STATE CONTROLLER'S OFFICE - AUDIT DIVISIONS:

- If the PAR is not keyed by the department, the SCO will receive a hard copy to verify salary rate on PAR against DIR's prevailing wage sheets based on Craft (Journeylevel) title, and county (departments have been asked to attach a copy of the appropriate DIR's prevailing wage sheet in these instances). SCO will also verify information on the automated PARs on a random basis, using DIR prevailing wage sheets for salary information.
- When a manual claim is received to pay benefits into the Health & Welfare, pension, training and/or other trust funds, this information is verified against the Union's Employer's Report of Trust Fund Payments and DIR's prevailing wage sheets which should be attached as back-up to the claim schedule. The Employer's Report of Trust Fund Payments form provided by the union may have different amounts than DIR's prevailing wage sheets. In cases of a discrepancy DIR's prevailing wage amounts shall be used. If the SCO has a question on an amount that cannot be resolved with the employing department, they should contact the Department of Industrial Relations at (415) 737-2794, ATSS 532-2794.

## Sub-trades rates, by county (Alphabetically)

Alameda County .....	61
Alpine County .....	63
Amador County .....	65
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Contra Costa County .....	73
Del Norte County .....	75
El Dorado County .....	77
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Glenn County .....	81
Humboldt County .....	83
Imperial County .....	85
Inyo County .....	87
Kern County .....	89
Kings County .....	91
Lake County .....	93
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Los Angeles County .....	97
Madera County .....	99
Marin County .....	101
Mariposa County .....	103
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Modoc County .....	109
Mono County .....	111
Monterey County .....	113
Napa County .....	115
Nevada County .....	117
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Riverside County .....	125
Sacramento County .....	127
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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

LOCALITY: BUTTE COUNTY  
DETERMINATION: BUT-79-1

CRAFT (JOURNEY LEVEL)	ISSUE DATE	EXPIRATION DATE	BASIC HOURLY RATE	HEALTH AND WELFARE	EMPLOYER PAYMENTS				STRAIGHT-TIME		OVERTIME HOURLY RATE		
					PENSION	VACATION / HOLIDAY	TRAINING AND/OR OTHER	HOURS	TOTAL HOURLY RATE	DAILY	SATURDAY	SUNDAY AND HOLIDAY	
BRICKLAYER, STONEMASON, BLOCKLAYER, CAULKER, CLEANER, TUCK POINTER, TERRAZZO WORKER	08/22/88	04/30/89	919.65	2.60	2.86	A	-	0	25.11	B 34.955	B 34.955	44.74	
BRICK TENDER	02/22/90	04/30/90	18.29	2.05	2.16	A	-	0	21.50	C 31.645	C 31.645	40.79	
1ST 1000 HOURS B	02/22/90	04/30/90	18.79	2.05	2.16	A	-	0	21.90	E 30.395	E 30.395	39.79	
2ND 1000 HOURS B	02/22/90	04/30/90	13.29	2.05	2.16	A	-	0	17.50	E 24.145	E 24.145	30.79	
CARPET, LINOLEUM, RESILIENT TILE LAYER	02/22/89	02/31/90	16.51	1.85	2.05	1.44	0.24	0	22.09	30.345	30.345	30.345	
ELECTRICIAN	02/22/90	02/31/90	18.89	2.52	F 2.00	A	0.16	0	21.63	G 33.40	G 33.40	42.90	
INSIDE WIREMAN	02/22/90	02/31/90	20.45	2.52	F 2.00	A	0.16	0	25.74	G 34.20	G 34.20	44.01	
CABLE SPICER	02/22/89	10/31/89	15.64	2.52	F	0.63	-	0	19.26	H 27.34	H 27.34	35.61	
SOLID AND SIGNAL TECHNICAL TEAM	02/22/90	03/02/91	20.85	2.69	4.10	2.50	0.34	0	30.44	40.905	40.905	51.33	
CHIEF OF PARTY I	02/22/90	03/02/91	18.93	2.69	4.10	2.50	0.34	0	28.56	38.025	38.025	47.49	
INSTRUMENTMAN I	02/22/90	03/02/91	17.18	2.69	4.10	2.50	0.34	0	26.81	36.40	36.40	45.99	
RODMAN/CHAINMAN I	02/22/89	04/30/90	17.08	2.43	3.49	2.54	0.04	0	25.50	J 34.14	42.68	42.68	
GLAZIER	02/22/89	04/30/89	16.92	1.82	0.35	1.75	-	7	20.04	37.76	37.76	37.76	
MARBLE FINISHER	06/22/89	07/31/90	21.69	3.75	5.60	L 3.34	0.15	M 7	34.55	50.97	50.97	50.97	
MARBLE SETTER	06/22/89	07/31/90	11.69	3.75	5.60	L 3.34	0.15	M 7	34.55	50.97	50.97	50.97	
PAINTER	08/22/88	04/30/90	12.88	2.25	1.00	-	0.02	0	16.15	22.345	22.345	M 28.50	
BRUSH, POT TENDER, ROLLER	08/22/88	04/30/90	13.38	2.25	1.00	-	0.02	0	16.65	23.115	23.115	M 29.50	
SPRAY PAINTER, STRUCTURAL STEEL, TAPER SANDBLASTER	08/22/88	04/30/90	13.88	2.25	1.00	-	0.02	0	17.15	23.865	23.865	M 30.50	
PLASTERER	08/22/89	04/30/90	17.25	3.60	4.00	2.00	0.35	0	27.20	35.525	35.525	35.525	
PLASTER TENDER	08/22/89	04/30/90	17.81	2.05	2.16	G 1.85	-	0	23.67	P 32.775	32.775	41.68	
PLUMBER	02/22/90	04/30/90	23.03	3.23	3.41	A	0.41	0	30.08	B 41.595	B 41.595	53.11	
PLUMBER, STEAMFITTER, REFRIGERATION FITTER (HVAC)	02/22/90	04/30/90	17.50	2.73	3.41	A	0.41	0	24.05	G 32.80	G 32.80	41.35	
PLUMBER, PIPE, & REFRIGERATION FITTER (FOR MECHANICAL PROJECTS OF LESS THAN \$150,000-HVAC)	06/22/89	04/30/90	19.50	1.95	0.50	A	0.41	0	23.36	B 34.61	B 34.61	43.86	
PIPE TRADESMAN	08/22/89	04/29/90	21.40	1.25	0.50	-	0.20	0	23.55	34.35	34.35	34.35	
UTILITY/LANDSCAPE PIPEFITTER	08/22/89	04/29/90	11.60	1.25	0.50	-	0.20	0	13.35	19.35	19.35	19.35	
UTILITY/LANDSCAPE ASSISTANT JOURNEYMAN	08/22/89	04/29/90	7.40	1.25	R 0.50	-	0.20	0	9.55	13.35	13.35	13.35	
UTILITY/LANDSCAPE TRADESMAN	02/22/90	12/31/90	24.18	2.40	1.75	A	0.10	0	28.43	J 40.52	52.61	52.61	
SPRINKLER FITTER/FIRE PROTECTION AND FIRE CONTROL SYSTEMS	02/22/89	02/31/89	16.30	1.04	1.20	0.50	0.30	3 0	20.14	28.29	28.29	36.64	
ROOFER	02/22/88	02/31/88	16.30	1.04	1.20	0.50	0.30	3 0	22.14	31.29	31.29	40.64	
PITCH WORK	02/22/90	04/30/90	22.35	2.02	3.49	A	T 1.18	0	29.04	B 41.015	B 41.015	52.19	
SHEET METAL WORKER (HVAC)	02/22/90	04/30/90	13.34	1.83	0.25	A	T 0.79	0	16.21	B 22.88	B 22.88	29.55	
SHEET METAL WORKER (PROJECTS OF LESS THAN 75 TONS OF A/C & NO SINGLE UNIT LARGER THAN 7 1/2 TONS)	02/22/90	03/31/91	13.50	2.00	-	1.00	0.05	0	16.55	23.15	23.15	23.15	
TILE SETTER	06/22/88	01/31/89	21.14	2.50	1.84	2.49	0.17	0	28.30	38.94	38.94	50.94	
WATER WELL DRILLER	11/22/87	02/29/88	12.35	2.15	1.00	0.48	-	0	15.98	U 22.155	U 22.155	U 22.155	
PUMP INSTALLER	11/22/87	02/29/88	12.35	2.15	1.00	0.48	-	0	15.98	U 22.155	U 22.155	U 22.155	
HELPER	11/22/87	02/29/88	10.03	2.15	1.00	0.43	-	0	13.61	U 18.625	U 18.625	U 18.625	
HELPER: 3-6 MONTHS	11/22/87	02/29/88	9.74	2.15	1.00	0.44	-	0	13.33	U 18.20	U 18.20	U 18.20	
HELPER: 0-3 MONTHS	11/22/87	02/29/88	8.73	2.15	1.00	0.52	-	0	12.59	U 16.765	U 16.765	U 16.765	

SEE FOOTNOTES ON REVERSE

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

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Tunnel Worker (Laborer).....	15

If you cannot find a job classification needed to execute a contract in the Director's general prevailing wage determinations, please contact the Division of Labor Statistics and Research, Prevailing Wage Unit, P. O. Box 603, San Francisco, CA 94101, (415) 737-2794. Because it may necessitate a wage survey, you should allow 45 days prior to the bid advertisement date for such requests. Include in your request the project name or bid number, the classifications needed, job description if available, the bid advertisement date, and location of the project(s).

a Excludes Del Norte, Modoc, and Siskiyou Counties.

b Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara, and Ventura Counties.

c Includes San Diego County; excludes Mono County.

d Includes San Diego County.

e Includes Fresno, Kings, San Diego, and Tulare Counties; excludes Inyo and Mono Counties.

**San Diego**

Carpenter .....	22
Cement Mason .....	31
Cranes, Pile Driving and Hoisting Equipment (Operating Engineer) .....	28
Drywall Installer (Carpenter) .....	23
Laborer .....	29
Operating Engineer .....	25
Teamster .....	32

**Northern California<sup>f</sup>**

Asbestos Worker, Heat and Frost Insulator <sup>g</sup> .....	33
Asbestos Removal Worker .....	33A-33B
Burglar Alarm Installer <sup>i</sup> .....	46
Carpenter .....	34
Carpenter (Tulare County) .....	34A
Millwright (Amador) .....	34B
Cement Mason (Tehama) .....	50B
Cement Mason .....	53
Dredger (Operating Engineer) .....	43
Drywall Installer (Carpenter) .....	35
Elevator Constructor .....	38
Fence Constructor (Carpenter) .....	37
Fence Constructor (Tehama) .....	34C
Fire Alarm Installer .....	46A
Laborer .....	49
Laborer (Mariposa) .....	50A
Laborer Trainee (Landscape Construction) .....	54
Light Fixture Maintenance.....	46B
Mechanic .....	44
Operating Engineer .....	39
Operating Engineer (Landscape Construction) .....	42
Parking and Highway Improvement Painter <sup>h</sup> .....	52
Pile Driver (Carpenter) .....	36
Pile Driver (Operating Engineer) .....	47
Slurry Seal Worker <sup>h</sup> .....	52A
Steel, Tank and Machinery Erection (Operating Engineer) .....	45
Teamster .....	55
Tunnel Worker (Laborer) .....	51
Tunnel/Underground (Operating Engineer) .....	58

<sup>f</sup> 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.

<sup>g</sup> Includes Mono County.

<sup>h</sup> Includes Inyo and Mono Counties; excludes Fresno, Kings, and Tulare Counties.

<sup>i</sup> Includes Inyo and Mono 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: 88 TREE TRIMMER/CUTTER/REMOVER AND RELATED CLASSIFICATIONS

DETERMINATION: C-TT-90-1  
ISSUE DATE: FEBRUARY 22, 1990

EXPIRATION DATE OF DETERMINATION: NOVEMBER 30, 1990 EFFECTIVE UNTIL SUPERSEDED BY A NEW DETERMINATION ISSUED BY THE DIRECTOR OF INDUSTRIAL RELATIONS. CONTACT THE DIVISION OF LABOR STATISTICS AND RESEARCH (415) 737-2794 FOR THE NEW RATES AFTER 10 DAYS FROM THE EXPIRATION DATE, IF NO SUBSEQUENT DETERMINATION IS ISSUED.

LOCALITY: ALL LOCALITIES WITHIN CALIFORNIA

CRAFT/CLASSIFICATION	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME		
	BASIC HOURLY RATE	HEALTH AND WELFARE	PENSION	VACATION	HOLIDAY	HOURS	TOTAL HOURLY RATE	DAILY 1 1/2X	DAILY 2X	
<u>STIVERSIDE COUNTY</u>										
TREE TRIMMER	\$07.00	-	-	\$1.19	-	8	\$07.19	\$10.69	-	
GROUNDMAN	\$05.90	-	-	\$1.16	-	8	\$06.06	\$09.01	-	
<u>LOS ANGELES COUNTY</u>										
TREE TRIMMER	\$07.50	-	-	\$1.15 <sup>a</sup>	-	8	\$07.65	\$11.40	-	
GROUNDMAN	\$06.25	-	-	\$1.12 <sup>b</sup>	-	8	\$06.37	\$09.495	-	
<u>NEW HEMLOCK, WAPA, SAN BENITO COUNTIES</u>										
TREE TRIMMER	\$07.56	\$1.35	\$1.18	\$1.14 <sup>c</sup>	-	8	\$08.23	\$12.01	-	
GROUNDMAN	\$07.06	\$1.35	\$1.18	\$1.14 <sup>d</sup>	-	8	\$07.73	\$11.26	-	
<u>SAN BERNARDINO, SANTA BARBARA AND VENTURA COUNTIES</u>										
TREE TRIMMER	\$08.00	-	-	-	\$1.18	8	\$08.18	\$12.18	-	
GROUNDMAN	\$06.00	-	-	-	\$1.14	8	\$06.14	\$09.14	-	
<u>AMADOR, ALPINE, BUTTE, CALAVERAS, COLUSA, EL DORADO, GLENN, NEVADA, PLACER, FLORAS, SACRAMENTO, SIERRA, SUTTER, TEHAMA AND YOLO COUNTIES</u>										
TREE TRIMMER	\$08.20	\$1.41	-	\$1.45	\$1.56	8	\$09.62	\$13.72	-	
GROUNDMAN	\$06.50	-	-	\$1.13 <sup>e</sup>	\$1.18	8	\$06.81	\$10.06	-	
<u>ALAMEDA AND SAN FRANCISCO COUNTIES</u>										
TREE TRIMMER	\$08.64	\$1.35	\$1.18	\$1.17 <sup>f</sup>	-	8	\$09.34	\$13.66	-	
GROUNDMAN	\$07.06	\$1.35	\$1.18	\$1.14 <sup>g</sup>	-	8	\$07.73	\$11.26	-	
<u>ELYO AND MONO COUNTIES</u>										
TREE TRIMMER	\$09.00	-	-	-	-	8	\$09.00	\$13.50	-	
GROUNDMAN	\$06.50	-	-	-	-	8	\$06.50	\$09.75	-	
<u>IMPERIAL AND SAN DIEGO COUNTIES</u>										
TREE TRIMMER	\$10.00	-	-	\$1.19 <sup>h</sup>	\$1.35	8	\$10.34	\$15.54	-	
GROUNDMAN	\$06.50	-	-	\$1.13 <sup>i</sup>	\$1.23	8	\$06.86	\$10.11	-	
<u>ORANGE COUNTY</u>										
TREE TRIMMER	\$10.00	-	-	\$1.19	\$1.15	8	\$10.34	\$15.34	-	
GROUNDMAN	\$05.50	-	-	\$1.11	\$1.08	8	\$05.69	\$08.44	-	
<u>SAN LUIS OBISPO COUNTY</u>										
TREE TRIMMER	\$10.00	-	-	-	-	8	\$10.00	\$15.00	-	
GROUNDMAN	\$05.90	-	-	\$1.11 <sup>j</sup>	\$1.18	8	\$06.19	\$09.14	-	
<u>DEL Norte, FRESNO, HUMBOLDT, KINGS, MADRA, MARIPOSA, MERCED, MONTEREY, SAN JACOBIN, SANTA CRUZ, STANISLAIS, TULARE AND TULARE COUNTIES. (REF: 61-1245-12)</u>										
TREE TRIMMER	\$10.29	\$1.20	-	\$1.15 <sup>k</sup>	-	8	\$11.005 <sup>l</sup>	\$16.15 <sup>lm</sup>	\$21.295 <sup>l</sup>	
GROUNDMAN FIRST 6 MONTHS	\$06.59	\$1.20	-	\$1.33	-	8	\$07.12	\$10.415 <sup>m</sup>	\$13.71	
GROUNDMAN AFTER 6 MONTHS	\$07.06	\$1.20	-	\$1.35 <sup>n</sup>	-	8	\$07.61 <sup>l</sup>	\$11.14 <sup>lm</sup>	\$14.67 <sup>l</sup>	
<u>LASSER, MODOC, SHASTA, SISKIYOU AND TRINITY COUNTIES (REF: 61-1245-14)</u>										
TREE TRIMMER	STEP <sup>o</sup> 1	\$07.47	\$1.17	-	\$1.14	\$1.17	8	\$07.95	\$11.65 <sup>mp</sup>	\$15.42
	STEP 2	\$09.18	\$1.17	-	\$1.18	\$1.21	8	\$09.74	\$14.33 <sup>mp</sup>	\$18.92
	STEP 3	\$10.29	\$1.17	-	\$1.20 <sup>q</sup>	\$1.24	8	\$10.90 <sup>l</sup>	\$16.045 <sup>mp</sup>	\$21.19 <sup>l</sup>
GROUNDMAN FIRST 6 MONTHS		\$05.83	\$1.17	-	\$1.11	\$1.15	8	\$06.245	\$09.16 <sup>mp</sup>	\$12.075
GROUNDMAN AFTER 6 MONTHS		\$07.00	\$1.17	-	\$1.135 <sup>r</sup>	\$1.16	8	\$07.465 <sup>l</sup>	\$10.965 <sup>mp</sup>	\$14.465 <sup>l</sup>

DETERMINATION: C-TT-90-1

CRAFT/CLASSIFICATION	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
	BASIC HOURLY RATE	HEALTH AND WELFARE	PENSION	VACATION	HOLIDAY	HOURS	TOTAL HOURLY RATE	DAILY 1 1/2X	DAILY 2X
<u>SAN JOSE AND SANTA CLARA COUNTIES</u>									
TREE TRIMMER	\$10.44	\$ .63	-	\$ .40 <sup>a</sup>	\$ .12	8	\$11.59	\$16.81	-
GROUNDMAN	\$98.13	\$ .63	-	\$ .31 <sup>c</sup>	\$ .09	8	\$99.16	\$13.225	-
<u>NORTH AND SONGER COUNTIES</u>									
TREE TRIMMER	\$12.00	\$ .05	-	\$ .23 <sup>u</sup>	-	8	\$12.28	\$18.28	-
GROUNDMAN	\$99.00	\$ .05	-	\$ .17 <sup>v</sup>	-	8	\$99.22	\$13.72	-

†† NOT AN APPRENTICEABLE CRAFT.

<sup>a</sup>\$ .29 AFTER 2 YEARS OF SERVICE; \$ .43 AFTER 10 YEARS.

<sup>b</sup>\$ .22 AFTER 2 YEARS OF SERVICE; \$ .36 AFTER 10 YEARS.

<sup>c</sup>\$ .29 AFTER 2 YEARS OF SERVICE; \$ .44 AFTER 10 YEARS.

<sup>d</sup>\$ .27 AFTER 2 YEARS OF SERVICE; \$ .41 AFTER 10 YEARS.

<sup>e</sup>\$ .25 AFTER 2 1/2 YEARS OF SERVICE.

<sup>f</sup>\$ .33 AFTER 2 YEARS OF SERVICE; \$ .50 AFTER 10 YEARS.

<sup>g</sup>\$ .27 AFTER 2 YEARS OF SERVICE; \$ .41 AFTER 10 YEARS.

<sup>h</sup>\$ .39 AFTER 2 YEARS OF SERVICE; \$ .58 AFTER 10 YEARS.

<sup>i</sup>\$ .25 AFTER 2 YEARS OF SERVICE; \$ .38 AFTER 10 YEARS.

<sup>j</sup>\$ .34 AFTER 5 YEARS OF SERVICE; \$ .45 AFTER 10 YEARS.

<sup>k</sup>\$ .75 AFTER 2 YEARS OF SERVICE; \$ .95 AFTER 10 YEARS.

<sup>l</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>m</sup>RATE APPLIES TO THE FIRST 4 OVERTIME HOURS MONDAY THROUGH SATURDAY AND THE FIRST 8 HOURS WORKED ON THE 7TH CONSECUTIVE WORKDAY. ALL OTHER OVERTIME IS

PAID AT THE DOUBLE TIME RATE. A NORMAL NON-WORKDAY IN THE SAME WORK WEEK MAY BE WORKED AT STRAIGHT-TIME IF THE JOB WAS SHUT DOWN DURING THE NORMAL

WORK WEEK DUE TO INCLEMENT WEATHER.

<sup>n</sup>\$ .52 AFTER 2 YEARS OF SERVICE; \$ .65 AFTER 10 YEARS.

<sup>o</sup>THE TIME INTERVAL BETWEEN STEPS IS TWELVE MONTHS.

<sup>p</sup>RATE ALSO APPLIES TO ALL WORK ON HOLIDAYS IN ADDITION TO HOLIDAY PAY.

<sup>q</sup>\$ .40 AFTER 3 YEARS OF SERVICE.

<sup>r</sup>\$ .27 AFTER 3 YEARS OF SERVICE.

<sup>s</sup>\$ .60 AFTER 5 YEARS OF SERVICE; \$ .80 AFTER 12 YEARS.

<sup>t</sup>\$ .47 AFTER 5 YEARS OF SERVICE; \$ .63 AFTER 12 YEARS.

<sup>u</sup>\$ .46 AFTER 2 YEARS OF SERVICE.

<sup>v</sup>\$ .35 AFTER 2 YEARS OF SERVICE.

RECOGNIZED HOLIDAYS: HOLIDAYS UPON WHICH THE GENERAL PREVAILING HOURLY WAGE RATE FOR HOLIDAY WORK SHALL BE PAID, SHALL BE ALL HOLIDAYS DETERMINED BY WAGE SURVEYS OR RECOGNIZED 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.

TRAVEL AND SUBSISTENCE PAYMENTS: THE CONTRACTOR SHALL MAKE TRAVEL AND SUBSISTENCE PAYMENTS TO EACH WORKER NEEDED TO EXECUTE THE WORK, AS SUCH TRAVEL AND SUBSISTENCE PAYMENTS ARE DEFINED IN THE APPLICABLE COLLECTIVE BARGAINING AGREEMENT FILED WITH THE DIRECTOR OF INDUSTRIAL RELATIONS IN ACCORDANCE WITH LABOR CODE SECTION 1773.8

RUN DATE 11/15/90

## STATE OF CALIFORNIA CIVIL SERVICE Payscale

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MM CLASS DE CODE	COMPENSATION	SISA	---FOOTNOTES---	-ALT RANGE CRITERIA-	MGR	PROB MO	WORK WEEK GROUP	NT	CBID
PA00 6637	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (CEMENT FINISHER)	1			NT	E
PA00 6348	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (CONSTRUCTION EQUIPMENT)	1			NT	E
PA00 6563	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (ELECTRICIAN)	1			NT	E
PA00 6389	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (FENCE ERECTOR)	1			NT	E
PA00 6374	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (FUSION WELDER)	1			NT	E
PA00 6638	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (GLAZIER)	1			NT	E
PA00 6234	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (GUNITe TECHNICIAN)	1			NT	E
PA00 6407	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (HODCARRIER)	1			NT	E
PA00 6400	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (INSTRUMENT MECHANIC)	1			NT	E
PA00 6599	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (LABORER)	1			NT	E
PA00 6495	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (LATHER)	1			NT	E
PA00 6493	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (LUMBER MILL)	1			NT	E
PA00 6503	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (METAL TRADES)	1			NT	E
PA00 6250	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (MILLWRIGHT)	1			NT	E
PA00 6247	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (OPERATING ENGINEER)	1			NT	E
PA00 6515	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (PAINTER)	1			NT	E
PA00 6580	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (PLASTERER)	1			NT	E
PA00 6565	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (PLUMBER)	1			NT	E
PA00 6438	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (REINFORCING STEEL)	1			NT	E
PA00 6501	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (ROOFER)	1			NT	E
PA00 6743	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (SERVICE AND REPAIR MECHANIC-CLASS III)	1			NT	E
PA00 6571	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (SHEET METAL)	1			NT	E
PA00 6490	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (SHIPWRIGHT)	1			NT	E
PA00 6567	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (STEAMFITTER)	1			NT	E
PA00 6444	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (STEEL ROLLING DOOR)	1			NT	E
PA00 6430	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (STRUCTURAL STEEL)	1			NT	E
PA00 6404	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (TILE SETTER HELPER)	1			NT	E
PA00 6635	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (TILE SETTER)	1			NT	E
PA00 6576	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (WELDER)	1			NT	E
PA00 6491	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL EMPLOYMENT) (WOOD CAULKER, HISTORIC SHIPS)	1			NT	E
PA00 6421	SKILLED TRADES TRADE RATE			JOURNEYPerson (CASUAL) (MASON)	1			NT	E
PA02 6198	SKILLED TRADES TRADE RATE			SUPERVISOR (CASUAL EMPLOYMENT)	1			NT	E
PA02 6257	SKILLED TRADES TRADE RATE			SUPERVISOR (CASUAL EMPLOYMENT) (ASBESTOS WORKER MECHANIC)	1			NT	E
PA02 6568	SKILLED TRADES TRADE RATE			SUPERVISOR (CASUAL EMPLOYMENT) (BLACKSMITH)	1			NT	E
PA02 6484	SKILLED TRADES TRADE RATE			SUPERVISOR (CASUAL EMPLOYMENT) (CARPENTER)	1			NT	E
PA02 6601	SKILLED TRADES TRADE RATE			SUPERVISOR (CASUAL EMPLOYMENT) (CARPET/SOFT TILE SETTER/RESILIENT FLOOR COVERING INSTALLER)	1			NT	E

