

## Labor and Employment Code Article 102.9 - 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Effective January 1, 2026 until superseded.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	\$ 118.54	\$ 169.41	\$ 220.27
3 Audio Assist (A2)			\$ 71.13	\$ 10.25	\$ 4.91	\$ 0.13	\$ 86.41	\$ 121.98	\$ 157.54
4 Specialty Mic Op (A3)			\$ 33.45	\$ 10.25	\$ 3.02	\$ 0.13	\$ 46.85	\$ 63.57	\$ 80.30
5 Video Operator (V1)			\$ 86.90	\$ 10.25	\$ 5.70	\$ 0.13	\$ 102.97	\$ 146.42	\$ 189.87
6 Camera			\$ 78.20	\$ 10.25	\$ 5.26	\$ 0.13	\$ 93.84	\$ 132.94	\$ 172.04
7 Handheld Camera			\$ 89.26	\$ 10.25	\$ 5.81	\$ 0.13	\$ 105.45	\$ 150.08	\$ 194.71
8 Robotic Camera			\$ 81.59	\$ 10.25	\$ 5.43	\$ 0.13	\$ 97.39	\$ 138.19	\$ 178.98
9 ENG/ RF/ EFP			\$ 90.58	\$ 10.25	\$ 5.88	\$ 0.13	\$ 106.83	\$ 152.12	\$ 197.41
10 CPO1- Lead			\$ 92.40	\$ 10.25	\$ 5.97	\$ 0.13	\$ 108.75	\$ 154.95	\$ 201.15
11 CPO2			\$ 86.90	\$ 10.25	\$ 5.70	\$ 0.13	\$ 102.97	\$ 146.42	\$ 189.87
12 CPO3- R/O			\$ 86.41	\$ 10.25	\$ 5.67	\$ 0.13	\$ 102.46	\$ 145.66	\$ 188.87
13 Graphics Operator			\$ 86.90	\$ 10.25	\$ 5.70	\$ 0.13	\$ 102.97	\$ 146.42	\$ 189.87
14 Graphics Coord			\$ 60.82	\$ 10.25	\$ 4.39	\$ 0.13	\$ 75.59	\$ 106.00	\$ 136.41
15 Phone AD			\$ 52.12	\$ 10.25	\$ 3.96	\$ 0.13	\$ 66.45	\$ 92.51	\$ 118.57
16 Tape AD			\$ 86.90	\$ 10.25	\$ 5.70	\$ 0.13	\$ 102.97	\$ 146.42	\$ 189.87
17 Stage Manager			\$ 60.82	\$ 10.25	\$ 4.39	\$ 0.13	\$ 75.59	\$ 106.00	\$ 136.41
18 Scorebox Operator			\$ 47.45	\$ 10.25	\$ 3.72	\$ 0.13	\$ 61.55	\$ 85.27	\$ 109.00
19 Stats			\$ 41.14	\$ 10.25	\$ 3.41	\$ 0.13	\$ 54.92	\$ 75.49	\$ 96.06
20 Utility			\$ 39.99	\$ 10.25	\$ 3.35	\$ 0.13	\$ 53.71	\$ 73.71	\$ 93.70
21 Time Out Coordinator			\$ 47.45	\$ 10.25	\$ 3.72	\$ 0.13	\$ 61.55	\$ 85.27	\$ 109.00
22 Runner			\$ 26.08	\$ 10.25	\$ 2.65	\$ 0.13	\$ 39.11	\$ 52.15	\$ 65.19

### Footnotes:

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 <u>camera for less than 20 minutes</u>	\$ 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

**L.E.C. Article 102.9 - 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	\$ 98.25	\$ 139.47	\$ 180.68
3	Audio Assist (A2)		\$ 53.52	\$ 10.25	\$ 4.03	\$ 0.10	\$ 67.90	\$ 94.66	\$ 121.42
4	Specialty Mic Op (A3)		\$ 26.99	\$ 10.25	\$ 2.70	\$ 0.10	\$ 40.04	\$ 53.53	\$ 67.03
5	Video Operator (V1)		\$ 67.84	\$ 10.25	\$ 4.74	\$ 0.10	\$ 82.93	\$ 116.85	\$ 150.77
6	Camera		\$ 59.04	\$ 10.25	\$ 4.30	\$ 0.10	\$ 73.69	\$ 103.21	\$ 132.73
7	Handheld Camera		\$ 67.89	\$ 10.25	\$ 4.74	\$ 0.10	\$ 82.98	\$ 116.93	\$ 150.87
8	Robotic Camera		\$ 65.78	\$ 10.25	\$ 4.64	\$ 0.10	\$ 80.77	\$ 113.66	\$ 146.55
9	ENG/ RF/ EFP		\$ 71.43	\$ 10.25	\$ 4.92	\$ 0.10	\$ 86.70	\$ 122.42	\$ 158.13
10	CPO1- Lead		\$ 81.04	\$ 10.25	\$ 5.40	\$ 0.10	\$ 96.79	\$ 137.31	\$ 177.83
11	CPO2		\$ 75.54	\$ 10.25	\$ 5.13	\$ 0.10	\$ 91.02	\$ 128.79	\$ 166.56
12	CPO3- R/O		\$ 67.21	\$ 10.25	\$ 4.71	\$ 0.10	\$ 82.27	\$ 115.88	\$ 149.48
13	Graphics Operator		\$ 64.75	\$ 10.25	\$ 4.59	\$ 0.10	\$ 79.69	\$ 112.06	\$ 144.44
14	Graphics Coord		\$ 46.36	\$ 10.25	\$ 3.67	\$ 0.10	\$ 60.38	\$ 83.56	\$ 106.74
15	Phone AD		\$ 45.35	\$ 10.25	\$ 3.62	\$ 0.10	\$ 59.32	\$ 81.99	\$ 104.67
16	Tape AD		\$ 52.12	\$ 10.25	\$ 3.96	\$ 0.10	\$ 66.43	\$ 92.49	\$ 118.55
17	Stage Manager		\$ 38.26	\$ 10.25	\$ 3.26	\$ 0.10	\$ 51.87	\$ 71.00	\$ 90.13
18	Scorebox Operator		\$ 38.26	\$ 10.25	\$ 3.26	\$ 0.10	\$ 51.87	\$ 71.00	\$ 90.13
19	Stats		\$ 33.18	\$ 10.25	\$ 3.01	\$ 0.10	\$ 46.54	\$ 63.13	\$ 79.72
20	Utility		\$ 32.21	\$ 10.25	\$ 2.96	\$ 0.10	\$ 45.52	\$ 61.63	\$ 77.73
21	Time Out Coordinator		\$ 38.26	\$ 10.25	\$ 3.26	\$ 0.10	\$ 51.87	\$ 71.00	\$ 90.13
22	Runner		\$ 22.56	\$ 10.25	\$ 2.48	\$ 0.10	\$ 35.39	\$ 46.67	\$ 57.95

**Footnotes:**

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

**L.E.C. Article 102.9 - 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		\$ 76.10	\$ 10.25	\$ 5.16	\$ 0.10	\$ 91.61	\$ 129.66	\$ 167.71
2	Audio Mixer (A1)		\$ 74.19	\$ 10.25	\$ 5.06	\$ 0.10	\$ 89.60	\$ 126.69	\$ 163.79
3	Audio Assist (A2)		\$ 48.17	\$ 10.25	\$ 3.76	\$ 0.10	\$ 62.28	\$ 86.36	\$ 110.45
4	Specialty Mic Op (A3)		\$ 24.29	\$ 10.25	\$ 2.56	\$ 0.10	\$ 37.20	\$ 49.35	\$ 61.49
5	Video Operator (V1)		\$ 61.06	\$ 10.25	\$ 4.40	\$ 0.10	\$ 75.81	\$ 106.34	\$ 136.87
6	Camera		\$ 53.14	\$ 10.25	\$ 4.01	\$ 0.10	\$ 67.50	\$ 94.07	\$ 120.64
7	Handheld Camera		\$ 61.10	\$ 10.25	\$ 4.41	\$ 0.10	\$ 75.86	\$ 106.41	\$ 136.96
8	Robotic Camera		\$ 59.20	\$ 10.25	\$ 4.31	\$ 0.10	\$ 73.86	\$ 103.46	\$ 133.06
9	ENG/ RF/ EFP		\$ 64.29	\$ 10.25	\$ 4.56	\$ 0.10	\$ 79.20	\$ 111.35	\$ 143.49
10	CPO1- Lead		\$ 72.94	\$ 10.25	\$ 5.00	\$ 0.10	\$ 88.29	\$ 124.76	\$ 161.23
11	CPO2		\$ 67.99	\$ 10.25	\$ 4.75	\$ 0.10	\$ 83.09	\$ 117.08	\$ 151.08
12	CPO3- R/O		\$ 60.49	\$ 10.25	\$ 4.37	\$ 0.10	\$ 75.21	\$ 105.46	\$ 135.70
13	Graphics Operator		\$ 58.28	\$ 10.25	\$ 4.26	\$ 0.10	\$ 72.89	\$ 102.03	\$ 131.17
14	Graphics Coord		\$ 41.72	\$ 10.25	\$ 3.44	\$ 0.10	\$ 55.51	\$ 76.37	\$ 97.23
15	Phone AD		\$ 40.82	\$ 10.25	\$ 3.39	\$ 0.10	\$ 54.56	\$ 74.97	\$ 95.38
16	Tape AD		\$ 46.91	\$ 10.25	\$ 3.70	\$ 0.10	\$ 60.96	\$ 84.41	\$ 107.87
17	Stage Manager		\$ 34.43	\$ 10.25	\$ 3.07	\$ 0.10	\$ 47.85	\$ 65.07	\$ 82.28
18	Scorebox Operator		\$ 34.43	\$ 10.25	\$ 3.07	\$ 0.10	\$ 47.85	\$ 65.07	\$ 82.28
19	Stats		\$ 29.86	\$ 10.25	\$ 2.84	\$ 0.10	\$ 43.05	\$ 57.98	\$ 72.91
20	Utility		\$ 28.99	\$ 10.25	\$ 2.80	\$ 0.10	\$ 42.14	\$ 56.63	\$ 71.13
21	Time Out Coordinator		\$ 34.43	\$ 10.25	\$ 3.07	\$ 0.10	\$ 47.85	\$ 65.07	\$ 82.28
22	Runner		\$ 22.56	\$ 10.25	\$ 2.48	\$ 0.10	\$ 35.39	\$ 46.67	\$ 57.95

**Footnotes:**

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
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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

**L.E.C. Article 102.9 - 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	\$ 98.96	\$ 140.34	\$ 181.72
3	TD		\$ 64.55	\$ 10.25	\$ 4.92	\$ 0.13	\$ 79.84	\$ 112.12	\$ 144.39
4	Audio Mixer (A1)		\$ 38.31	\$ 10.25	\$ 3.60	\$ 0.13	\$ 52.29	\$ 71.44	\$ 90.60
5	Video Operator (V1)		\$ 38.31	\$ 10.25	\$ 3.60	\$ 0.13	\$ 52.29	\$ 71.44	\$ 90.60
6	Camera		\$ 37.70	\$ 10.25	\$ 3.57	\$ 0.13	\$ 51.65	\$ 70.50	\$ 89.35
7	RF Camera		\$ 41.45	\$ 10.25	\$ 3.76	\$ 0.13	\$ 55.59	\$ 76.31	\$ 97.04
8	Robotic Camera		\$ 38.31	\$ 10.25	\$ 3.60	\$ 0.13	\$ 52.29	\$ 71.44	\$ 90.60
9	CPO1- Lead		\$ 46.39	\$ 10.25	\$ 4.01	\$ 0.13	\$ 60.77	\$ 83.97	\$ 107.16
10	CPO2		\$ 38.54	\$ 10.25	\$ 3.61	\$ 0.13	\$ 52.53	\$ 71.80	\$ 91.07
11	CPO3- R/O		\$ 37.70	\$ 10.25	\$ 3.57	\$ 0.13	\$ 51.65	\$ 70.50	\$ 89.35
12	“Game Day”/”RedZone” Editor		\$ 37.70	\$ 10.25	\$ 3.57	\$ 0.13	\$ 51.65	\$ 70.50	\$ 89.35
13	Clip Playback		\$ 37.70	\$ 10.25	\$ 3.57	\$ 0.13	\$ 51.65	\$ 70.50	\$ 89.35
14	Graphics		\$ 42.34	\$ 10.25	\$ 3.80	\$ 0.13	\$ 56.52	\$ 77.69	\$ 98.86
15	Digital Media		\$ 37.70	\$ 10.25	\$ 3.57	\$ 0.13	\$ 51.65	\$ 70.50	\$ 89.35
16	Display Boards		\$ 42.34	\$ 10.25	\$ 3.80	\$ 0.13	\$ 56.52	\$ 77.69	\$ 98.86
17	Data Coordinator		\$ 37.70	\$ 10.25	\$ 3.57	\$ 0.13	\$ 51.65	\$ 70.50	\$ 89.35
18	Stats		\$ 37.70	\$ 10.25	\$ 3.57	\$ 0.13	\$ 51.65	\$ 70.50	\$ 89.35
19	Utility		\$ 26.85	\$ 10.25	\$ 3.03	\$ 0.13	\$ 40.26	\$ 53.68	\$ 67.11

**Footnotes:**

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 hours 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, 2026.