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: November 16, 2026

3. Check One:
   - Ratification Agenda
   - Consent Agenda X
   - Regular Agenda
   - Human Resources Director's Report

4. Subject: Certification of the Highest Prevailing rate of Wages for Street Cleaning Services 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: (628) 652-1667

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

CSC-22 (11/97)

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PREVAILING WAGE REPORT

SAN FRANCISCO OFFICE OF LABOR STANDARDS ENFORCEMENT

Regarding the Certification of the Highest Prevailing Rate of Wages in City Contract and Grants for Street Cleaning Services

November 16, 2026

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CITY AND COUNTY OF SAN FRANCISCO

DANIEL LURIE, MAYOR

GENERAL SERVICES AGENCY
OFFICE OF LABOR STANDARDS ENFORCEMENT
PATRICK MULLIGAN, DIRECTOR

DATE: November 4, 2026

TO: The Honorable Civil Service Commission

SUBJECT: Certification Of the Highest Prevailing Rate of Wages in City Contract and Grants for Street Cleaning Services

RECOMMENDATION: Adopt Report; Forward to Board of Supervisors

The Board of Supervisors adopted ordinance no. 202-26 on October 9, 2026, that amended the San Francisco Labor and Employment Code (L.E.C.) by adding Article 102.12 to require that prevailing wages be paid in City contracts and grants for street cleaning services. L.E.C. Article 103.2 requires that the Civil Service Commission provide data to the Board of Supervisors as to the highest general prevailing rate of wages for the various crafts as paid in private employment plus the per diem wages and wages for overtime and holiday work.

This Office of Labor Standards Enforcement (OLSE) report provides the proposed prevailing wage table for Street Cleaning Services (**Attachment 1**). This table summarizes the prevailing wage rates from the collective bargaining agreement by and between Associated General Contractors of CA, Inc. and Northern California District Council of Laborers, in effect from July 1, 2026, to June 30, 2031. The wage and fringe benefit table for the Street Cleaning Services includes predetermined increases to mirror those developed by the DIR for statewide classifications.

OLSE recommends that the Civil Service Commission certify the prevailing rate of wages for Street Cleaning Services, which reflects the highest prevailing rate of wages paid for this kind 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: Prevailing Wage Table for Classification Specified in San Francisco Labor and Employment Code (L.E.C.) Article 102.12

Labor and Employment Code Article 102.12 - Street Cleaning Services

This chart is submitted to show the prevailing hourly wage rate and fringe benefits required for any individual engaged in street cleaning services that maintain the public right-of-way including, but not limited to bulk waste removal, power washing, and steam cleaning.

Rates effective from November 2, 2026 to June 27, 2027

	EMPLOYER PAYMENTS*						STRAIGHT-TIME			D Daily/Saturday	E Sunday/Holiday
Craft	**A, B, C Basic Hourly Rate**	**Health & Welfare**	**Pension**	**Vacation**	**Training**	**Other**	**Hours**	**Total Hourly Rate**		**1.5 X**	**2 X**
Street Cleaner (11/2/2026-6/27/2027)	$40.40	$12.00	$15.46	$4.00	$0.52	$0.33	8	A	$72.71	$92.91	$113.11
Street Cleaner (6/28/2027-6/25/2028)	$ -	$ -	$ -	$ -	$ -	$0.35	8	A	$76.33	$ -	$ -
Street Cleaner (6/26/2028-6/24/2029)	$ -	$ -	$ -	$ -	$ -	$0.36	8	A	$79.94	$ -	$ -
Street Cleaner (6/25/2029-6/30/2030)	$ -	$ -	$ -	$ -	$ -	$0.37	8	A	$83.45	$ -	$ -
Street Cleaner (6/30/2030-superceded)	$ -	$ -	$ -	$ -	$ -	$0.38	8	A	$86.96	$ -	$ -

Footnotes

A. Basic Hourly Rate, Health & Welfare, Pension, Vacation, and Training are subject to change*. The predetermined increase amount will be allocated by the effective date as from the amounts: June 27, 2027: $3.60; June 25, 2028: $3.60; June 24, 2029: $3.50; June 30, 2030: $3.50.

B. Holidays: New Year's Day, President's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day After Thanksgiving Day, Christmas Day. If any of the above holidays fall on Sunday, the Monday following shall be considered a holiday. If any of the above holidays falls on a Saturday, that holiday shall be observed on the preceding Friday. Saturday, Sunday, and Holiday minimum call is 4 hours, and paid in hourly increments after four hours.

C. Straight time minimum call is 4 hours 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.

D. Saturday and Daily 1.5X Overtime rates = (1.5 x basic hourly rate) + Health and Welfare + Pension + Vacation + Training + Other applies daily overtime hours worked on Monday through Friday over 8 hours and the first 12 hours worked on Saturday. All other time worked is paid at the Sunday and Holiday Rate. Predetermined increase Overtime rates are subject to change based on the applicable Basic Hourly Rate and the other wage components.

E. Sunday and Holiday 2X Overtime rates = (2 x basic hourly rate) + Health and Welfare + Pension + Vacation + Training + Other apply to work performed on Sundays and Holidays, and in excess of 12 hours on any day. Predetermined increase Overtime rates are subject to change based on the applicable Basic Hourly Rate and the other wage components.

The table is based on the Collective Bargaining Agreement Laborers' Master Agreement Associated General Contractors (AGC) Northern California District Council of Laborers 2026 to 2031.