

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#**

**Determination:**

SC-23-63-2-2023-1

**Issue Date:**

February 22, 2023

**Expiration date of determination:**

June 30, 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 Imperial, Inyo, Kern, Los Angeles, Mono, Orange, Riverside, San Bernardino, San Luis Obispo, Santa Barbara and Ventura Counties.

**Wages and total hourly rates (including employer payments):**

Classification <sup>a</sup> (Journeyman)	Basic Hourly Rate	Hours	Total Hourly Rate	Daily Overtime Hourly Rate <sup>b</sup> (1½ x)	Saturday Overtime Hourly Rate <sup>c</sup> (1½ x)	Sunday/Holiday Overtime Hourly Rate (2 x)
Group 1	\$53.90	8	\$84.69	\$111.640	\$111.640	\$138.590
Group 2	\$54.68	8	\$85.47	\$112.810	\$112.810	\$140.150
Group 3	\$54.97	8	\$85.76	\$113.245	\$113.245	\$140.730
Group 4	\$56.46	8	\$87.25	\$115.480	\$115.480	\$143.710
Group 6	\$56.68	8	\$87.47	\$115.810	\$115.810	\$144.150
Group 8	\$56.79	8	\$87.58	\$115.975	\$115.975	\$144.370
Group 10	\$56.91	8	\$87.70	\$116.155	\$116.155	\$144.610
Group 12	\$57.08	8	\$87.87	\$116.410	\$116.410	\$144.950
Group 13	\$57.18	8	\$87.97	\$116.560	\$116.560	\$145.150
Group 14	\$57.21	8	\$88.00	\$116.605	\$116.605	\$145.210
Group 15	\$57.29	8	\$88.08	\$116.725	\$116.725	\$145.370
Group 16	\$57.41	8	\$88.20	\$116.905	\$116.905	\$145.610
Group 17	\$57.58	8	\$88.37	\$117.160	\$117.160	\$145.950
Group 18	\$57.68	8	\$88.47	\$117.310	\$117.310	\$146.150
Group 19	\$57.79	8	\$88.58	\$117.475	\$117.475	\$146.370
Group 20	\$57.91	8	\$88.70	\$117.655	\$117.655	\$146.610
Group 21	\$58.08	8	\$88.87	\$117.910	\$117.910	\$146.950
Group 22	\$58.18	8	\$88.97	\$118.060	\$118.060	\$147.150
Group 23	\$58.29	8	\$89.08	\$118.225	\$118.225	\$147.370
Group 24	\$58.41	8	\$89.20	\$118.405	\$118.405	\$147.610
Group 25	\$58.58	8	\$89.37	\$118.660	\$118.660	\$147.950

**Employer Payments:**

Type of Fund	Amount per Hour
Health and Welfare	\$12.35
Pension <sup>d</sup>	\$13.15
Vacation and Holiday <sup>e</sup>	\$3.85
Training	\$1.05
Other	\$0.39

**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.

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FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

**CRAFT: OPERATING ENGINEER (SPECIAL SHIFT) #**

**Determination:**

SC-23-63-2-2023-1

**Issue Date:**

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**Localities:**

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**Wages and total hourly rates (including employer payments):**

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Group 1	\$54.90	8	\$85.69	\$113.140	\$113.140	\$140.590
Group 2	\$55.68	8	\$86.47	\$114.310	\$114.310	\$142.150
Group 3	\$55.97	8	\$86.76	\$114.745	\$114.745	\$142.730
Group 4	\$57.46	8	\$88.25	\$116.980	\$116.980	\$145.710
Group 6	\$57.68	8	\$88.47	\$117.310	\$117.310	\$146.150
Group 8	\$57.79	8	\$88.58	\$117.475	\$117.475	\$146.370
Group 10	\$57.91	8	\$88.70	\$117.655	\$117.655	\$146.610
Group 12	\$58.08	8	\$88.87	\$117.910	\$117.910	\$146.950
Group 13	\$58.18	8	\$88.97	\$118.060	\$118.060	\$147.150
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Group 16	\$58.41	8	\$89.20	\$118.405	\$118.405	\$147.610
Group 17	\$58.58	8	\$89.37	\$118.660	\$118.660	\$147.950
Group 18	\$58.68	8	\$89.47	\$118.810	\$118.810	\$148.150
Group 19	\$58.79	8	\$89.58	\$118.975	\$118.975	\$148.370
Group 20	\$58.91	8	\$89.70	\$119.155	\$119.155	\$148.610
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**Employer Payments:**

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**CRAFT: OPERATING ENGINEER (MULTI-SHIFT)#**

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Group 3	\$55.97	8	\$86.76	\$114.745	\$114.745	\$142.730
Group 4	\$57.46	8	\$88.25	\$116.980	\$116.980	\$145.710
Group 5	\$57.56	8	\$88.35	\$117.130	\$117.130	\$145.910
Group 6	\$57.68	8	\$88.47	\$117.310	\$117.310	\$146.150
Group 7	\$57.78	8	\$88.57	\$117.460	\$117.460	\$146.350
Group 8	\$57.79	8	\$88.58	\$117.475	\$117.475	\$146.370
Group 9	\$57.89	8	\$88.68	\$117.625	\$117.625	\$146.570
Group 10	\$57.91	8	\$88.70	\$117.655	\$117.655	\$146.610
Group 11	\$58.01	8	\$88.80	\$117.805	\$117.805	\$146.810
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**Classifications:**

**Group 1**

Bargeman  
Brakeman  
Compressor Operator  
Ditchwitch, with seat or similar type equipment  
Elevator Operator - Inside  
Engineer Oiler  
Forklift Operator (includes loed, lull or similar types – under 5 tons)  
Generator Operator  
Generator, Pump or Compressor Plant Operator  
Heavy Duty Repairman Helper  
Inertial Profiler Operator  
Pump Operator  
Signalman  
Switchman

**Group 2**

Asphalt-Rubber Plant Operator (Nurse Tank Operator)  
Coil Tubing Rig Operator  
Concrete Mixer Operator – Skip Type  
Conveyor Operator  
Fireman  
Forklift Operator (includes loed, lull or similar types – over 5 tons)  
Hydrostatic Pump Operator  
Oiler Crusher (Asphalt or Concrete Plant)  
Petromat Laydown Machine  
PJU Side Dump Jack  
Rotary Drill Helper (Oilfield)  
Screening and Conveyor Machine Operator (or similar types)  
Skiploader (Wheel type up to ¾ yd. without attachment)  
Tar Pot Fireman  
Temporary Heating Plant Operator  
Trenching Machine Oiler

**Group 3**

Asphalt Rubber Blend Operator  
Bobcat or similar type (Skid Steer, with all attachments)  
Equipment Greaser (rack)  
Ford Ferguson (with dragtype attachments)  
Helicopter Radioman (ground)

Stationary Pipe Wrapping and Cleaning Machine Operator

**Group 4**

Asphalt Plant Fireman  
Backhoe Operator (mini-max or similar type)  
Boring Machine Operator  
Boring System Electronic Tracking Locator  
Boxman or Mixerman (asphalt or concrete)  
Chip Spreading Machine Operator  
Concrete Cleaning Decontamination Machine Operator  
Concrete Pump Operator (small portable)  
Drilling Machine Operator, Small Auger types (Texoma Super Economatic, or similar types – Hughes 100 or 200, or similar types – drilling depth of 30 maximum)  
Equipment Greaser (grease truck)  
Excavator Track/Rubber-Tired-with all attachments (Operating weight under 21,000 lbs)  
Guard Rail Post Driver Operator  
Highline Cableway Signalman  
Hydra-Hammer-Aero Stomper  
Hydraulic Casing Oscillator Operator – drilling depth of 30' maximum  
Micro Tunneling Operator (above ground tunnel)  
Power Concrete Curing Machine Operator  
Power Concrete Saw Operator  
Power – Driver Jumbo Form Setter Operator  
Power Sweeper Operator  
Rock Wheel Saw/Trencher  
Roller Operator (compacting)  
Screed Operator (asphalt or concrete)  
Trenching Machine Operator (up to 6 ft.)  
Vacuum or Muck Truck

**Group 5 (for multi-shift rate, see Pages 5 and 6)**

Equipment Greaser (Grease Truck/Multi-Shift)

**Group 6**

Articulating Material Hauler  
Asphalt Plant Engineer  
Batch Plant Operator  
Bit Sharpener  
Concrete Joint Machine Operator (canal and similar type)  
Concrete Placer Operator  
Concrete Planer Operator

Dandy Digger  
Deck Engine Operator  
Deck Engineer  
Derrickman (oilfield type)  
Drilling Machine Operator, Bucket or Auger types  
(Calweld 100 bucket or similar types – Watson  
1000 auger or similar types – Texoma 330, 500 or  
600 auger or similar types – drilling depth of 45'  
maximum)  
Drilling Machine Operator (including water wells)  
Forced Feed Loader  
Hydraulic Casing Oscillator Operator – drilling depth  
of 45' maximum  
Hydro Seeder Machine Operator (straw, pulp or seed)  
Jackson Track Maintainer, or similar type  
Kalamazoo Switch Tamper, or similar type  
Machine Tool Operator  
Maginnis Internal Full Slab Vibrator  
Mechanical Berm, Curb or Gutter (concrete or  
asphalt)  
Mechanical Finisher Operator (concrete, Clary-  
Johnson-Bidwell or similar)  
Micro Tunnel System Operator (below ground)  
Pavement Breaker Operator  
Railcar Mover  
Road Oil Mixing Machine Operator  
Roller Operator (asphalt or finish)  
Rubber-Tired Earthmoving Equipment (single  
engine, up to and including 25 yds. struck)  
Self-Propelled Tar Pipelining Machine Operator  
Skiploader Operator (crawler and wheel type, over  
 $\frac{3}{4}$  yds. and up to and including  $1\frac{1}{2}$  yds.)  
Slip Form Pump Operator (power driven hydraulic  
lifting device for concrete forms)  
Tractor Operator – Bulldozer, Tamper-Scraper  
(single engine, up to 100 H.P. flyweel and similar  
types, up to and including D-5 and similar types)  
Tugger Hoist Operator (1 drum)  
Ultra High Pressure Waterjet Cutting Tool System  
Operator  
Vacuum Blasting Machine Operator  
Volumetric Mixer Operator  
Welder - General

**Group 7 (for multi-shift rate, see Pages 5 and 6)**

Welder - General (Multi-Shift)

**Group 8**

Asphalt or Concrete Spreading Operator (tamping or  
finishing)  
Asphalt Paving Machine Operator (barber greene or  
similar type, one (1) Screedman)  
Asphalt-Rubber Distributor Operator  
Backhoe Operator (up to and including  $\frac{3}{4}$  yds.)  
small ford, case or similar types  
Backhoe Operator (over  $\frac{3}{4}$  yd. and up to 5 cu. yds.  
M.R.C.)  
Barrier Rail Mover (BTM Series 200 or similar types)  
Cast in Place Pipe Laying Machine Operator  
Cold Foamed Asphalt Recycler  
Combination Mixer and Compressor Operator  
(gunite work)  
Compactor Operator – Self Propelled  
Concrete Mixer Operator – Paving  
Crushing Plant Operator  
Drill Doctor  
Drilling Machine Operator, Bucket or Auger types  
(Calweld 150 bucket or similar types – Watson  
1500, 2000, 2500 auger or similar types –  
Texoma 700, 800 auger or similar types – drilling  
depth of 60' maximum)  
Elevating Grader Operator  
Excavator Track/Rubber-Tired with all attachments  
(Operating Weight 21,000 lbs – 100,000 lbs)  
Global Positioning System/GPS (or Technician)  
Grade Checker  
Gradall Operator  
Grouting Machine Operator  
Heavy Duty Repairman/Pump Installer  
Heavy Equipment Robotics Operator  
Hydraulic Casing Oscillator Operator – drilling depth  
of 60' maximum  
Hydraulic Operated Grout Plant (excludes hand  
loading)  
Kalamazoo Ballast Regulator or similar type  
Klemm Drill Operator or similar types  
Kolman Belt Loader and similar type  
Le Tourneau Blob Compactor or similar type  
Lo Drill  
Loader Operator (Athey, Euclid, Sierra and similar  
types)  
Master Environmental Maintenance Mechanic  
Mobark Chipper or similar types  
Ozzie Padder or similar types  
P.C. 490 Slot Saw



Pneumatic Concrete Placing Machine Operator  
(Hackley-Presswell or similar type)  
Prentice 721E Hydro-Ax  
Pumpcrete Gun Operator  
Rock Drill or Similar Types (see Miscellaneous  
Provision #4 for additional information regarding  
this classification)  
Rotary Drill Operator (excluding caison type)  
Rubber-Tired Earth Moving Equipment Operator  
(single engine, caterpillar, euclid, athey wagon,  
and similar types with any and all attachments  
over 25 yds. and up to and including 50 cu yds.  
struck)  
Rubber-Tired Earth Moving Equipment Operator  
(multiple engine – up to and including 25 yds.  
struck)  
Rubber-Tired Scraper Operator (self-loading paddle  
wheel type – John Deere, 1040 and similar single  
unit)  
Self-Propelled Curb and Gutter Machine Operator  
Shuttle Buggy  
Skiploader Operator (crawler and wheel type over 1  
½ yds. up to and including 6 ½ yds.)  
Soil Remediation Plant Operator (CMI, Envirotech or  
Similar)  
Soil Stabilizer and Reclaimer (WR-2400)  
Somero SXP Laser Screed  
Speed Swing Operator  
Surface Heaters and Planer Operator  
Tractor Compressor Drill Combination Operator  
Tractor Operator (any type larger than D-5 – 100  
flyweel H.P. and over, or similar – bulldozer,  
tamper, scraper and push tractor, single engine)  
Tractor Operator (boom attachments)  
Traveling Pipe Wrapping, Cleaning and Bending  
Machine Operator)  
Trenching Machine Operator (over 6 ft. depth  
capacity, manufacturer's rating)  
Trenching Machine with Road Miner Attachment  
(over 6ft. depth capacity, manufacturer's rating –  
Oiler or Journeyman Trainee required)  
Ultra High Pressure Waterjet Cutting Tool System  
Mechanic  
Water Pull (compaction)

**Group 9 (for multi-shift rate, see Pages 5 and 6)**  
Heavy Duty Repairman (Multi-Shift)

**Group 10**

Backhoe Operator (over 5 cu. yds. M.R.C.)  
Drilling Machine Operator, Bucket or Auger types  
(Calweld 200 B bucket or similar types – Watson  
3000 or 5000 auger or similar types – Texoma  
900 auger or similar types – drilling depth of 105'  
maximum)  
Dual Drum Mixer  
Dynamic Compactor LDC350 or similar types  
Heavy Duty Repairman-Welder combination  
Hydraulic Casing Oscillator Operator – drilling depth  
of 105' maximum  
Monorail Locomotive Operator (diesel, gas or  
electric)  
Motor Patrol – Blade Operator (single engine)  
Multiple Engine Tractor Operator (euclid and similar  
type – except quad 9 cat.)  
Pneumatic Pipe Ramming Tool and similar types  
Pre-stressed Wrapping Machine Operator (2  
Operators required)  
Rubber – Tired Earth Moving Equipment Operator  
(single engine, over 50 yds. struck)  
Rubber – Tired Earth Moving Equipment Operator  
(multiple engine, euclid caterpillar and similar –  
over 25 yds. and up to 50 yds. struck)  
Tower Crane Repairman  
Tractor Loader Operator (crawler and wheel-type  
over 6 ½ yds.)  
Unmanned Aircraft Systems (UAS Drones) Operator  
(when used in conjunction with hoisting and  
placing materials)  
Welder – Certified  
Woods Mixer Operator (and similar pugmill  
equipment)

**Group 11 (for multi-shift rate, see Pages 5 and 6)**

Heavy Duty Repairman – Welder Combination  
(Multi-Shift)  
Welder – Certified (Multi-Shift)

**Group 12**

Auto Grader Operator  
Automatic Slip Form Operator  
Backhoe Operator (over 7 cu. yds. M.R.C.)  
Drilling Machine Operator, Bucket or Auger types  
(Calweld, auger 200 CA or similar types –  
Watson, auger 6000 or similar types – hughes  
super duty, auger 200 or similar types – drilling  
depth of 175' maximum)

Excavator Track/Rubber Tired- with all attachments  
(Operating Weight 100,000 lbs. – 200,000 lbs.)  
Hoe Ram or similar with compressor  
Hydraulic Casing Oscillator Operator – drilling depth  
of 175' maximum  
Mass Excavator Operator – less than 750 cu. yds.  
Mechanical Finishing Machine Operator  
Mobile Form Traveler Operator  
Motor Patrol Operator (multi-engine)  
Pipe Mobile Machine Operator  
Rubber-Tired Earth Moving Equipment Operator  
(multiple engine, euclid, caterpillar and similar  
type, over 50 cu. yds. struck)  
Rubber-Tired Self-Loading Scraper Operator  
(paddle-wheel-auger type self-loading – (two (2)  
or more units)

**Group 13**

Rubber-Tired Earth Moving Equipment Operator,  
Operating Equipment with the Push-Pull System  
(single engine, up to and including 25 yds. struck)

**Group 14**

Canal Liner Operator  
Canal Trimmer Operator  
Drilling Machine Operator, Bucket or Auger types  
(Calweld, auger 200 CA or similar types –  
watson, auger 6000 or similar types – hughes  
super duty, auger 200 or similar types – drilling  
depth of 300' maximum)  
Remote Controlled Earth Moving Operator (\$1.00  
per hour additional to base rate)  
Wheel Excavator Operator (over 750 cu. yds. per  
hour)

**Group 15**

Rubber-Tired Earth Moving Equipment Operator,  
Operating Equipment with the Push-Pull System  
(single engine, caterpillar, euclid, athey wagon,  
and similar types with any and all attachments  
over 25 and up to and including 50 cu. yds.  
struck)  
Rubber-Tired Earth Moving Equipment Operator,  
Operating Equipment with the Push-Pull System  
(multiple engine - up to and including 25 yds.  
struck)

**Group 16**

Excavator Track/Rubber Tired – with all attachments  
(Operating Weight exceeding 200,000 lbs.)

Rubber-Tired Earth Moving Equipment Operator,  
Operating Equipment with the Push-Pull System  
(single engine, over 50 yds. struck)  
Rubber-Tired Earth Moving Equipment Operator,  
Operating Equipment with the Push-Pull System  
(multiple engine, euclid, caterpillar, and similar,  
over 25 yds. and up to 50 yds. struck)

**Group 17**

Rubber-Tired Earth Moving Equipment Operator,  
Operating Equipment with the Push-Pull System  
(multiple engine, euclid, caterpillar, and similar  
type, over 50 cu. yds. struck)  
Tandem Tractor Operator (operating crawler type  
tractors in tandem – Quad 9 and similar type)

**Group 18**

Rubber-Tired Earth Moving Equipment Operator,  
Operating in Tandem (scrapers, belly dumps, and  
similar types in any combination, excluding  
compaction units - single engine, up to and  
including 25 yds. struck)

**Group 19**

Rotex Concrete Belt Operator  
Rubber-Tired Earth Moving Equipment Operator,  
Operating in Tandem (scrapers, belly dumps, and  
similar types in any combination, excluding  
compaction units - single engine, caterpillar,  
euclid, athey wagon, and similar types with any  
and all attachments over 25 yds. and up to and  
including 50 cu. yds. struck)  
Rubber-Tired Earth Moving Equipment Operator,  
Operating in Tandem (scrapers, belly dumps, and  
similar types in any combination, excluding  
compaction units - multiple engines, up to and  
including 25 yds. struck)

**Group 20**

Rubber-Tired Earth Moving Equipment Operator,  
Operating in Tandem (scrapers, belly dumps, and  
similar types in any combination, excluding  
compaction units - single engine, over 50 yds.  
struck)  
Rubber-Tired Earth Moving Equipment Operator,  
Operating in Tandem (scrapers, belly dumps, and  
similar types in any combination, excluding  
compaction units - multiple engine, euclid,  
caterpillar and similar, over 25 yds. and up to 50  
yds. struck)

**Group 21**

Rubber-Tired Earth Moving Equipment Operator, Operating in Tandem (scrapers, belly dumps, and similar types in any combination, excluding compaction units - multiple engine, euclid, caterpillar and similar type, over 50 cu. yds. struck)

**Group 22**

Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Tandem Push-Pull System (single engine, up to and including 25 yds. struck)

**Group 23**

Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Tandem Push-Pull System (single engine, caterpillar, euclid, athey wagon, and similar types with any and all attachments over 25 yds. and up to and including 50 cu. yds. struck)

Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Tandem Push-Pull System (multiple engine, up to and including 25 yds. struck)

**Group 24**

Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Tandem Push-Pull System (single engine, over 50 yds. Struck)

Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Tandem Push-Pull System (multiple engine, euclid, caterpillar and similar, over 25 yds. and up to 50 yds. struck)

**Group 25**

Concrete Pump Operator-Truck Mounted Pedestal Concrete Pump Operator

Rubber-Tired Earth Moving Equipment Operator, Operating Equipment with the Tandem Push-Pull System (multiple engine, euclid, caterpillar and similar over 50 cu. yds struck)

**MISCELLANEOUS PROVISIONS:**

1. Operators on hoists with three drums shall receive fifty cents (50¢) per hour additional pay to the regular rate of pay. The additional pay shall be added to the regular rate and become the base rate for the entire shift.
2. All heavy duty repairman and heavy duty combination shall receive one dollar (\$1.00) per hour tool allowance in addition to their regular rate of pay and this shall become their base rate of pay.
3. Employees required to suit up and work in a hazardous material environment, shall receive Two Dollars (\$2.00) per hour in addition to their regular rate of pay, and that rate shall become the basic hourly rate of pay.
4. A review of rock drilling is currently pending. The minimum acceptable rate of pay for this classification or type of work on public works projects is Laborer and Related Classifications/Group 5 (Driller) as published in the Director's General Prevailing Wage Determinations. However, the published rate for the craft/classification of Operating Engineer/Group 8 (Rock Drill or Similar Types) may be used by contractors to perform rock drilling on public works projects.

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# 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 7 through 11.

<sup>b</sup> Rate applies to the first 4 overtime hours. All other daily overtime is paid at the Sunday rate.

<sup>c</sup> Rate applies to the first 12 hours worked. All other time is paid at the Sunday rate.

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

<sup>e</sup> Includes an amount withheld for supplemental dues.

<sup>f</sup> The Third Shift shall work 6.5 hours, exclusive of meal period, for which 8 hours straight-time shall be paid at the non-shift rate, Monday through Friday.