

## Labor and Employment Code Article 102.3 - Parking Lot & Garage Workers (21C.3)

As of January 4, 2024, the San Francisco Administrative Code Section 21C will be known as the San Francisco Labor and Employment Code Article 102. This chart is submitted as the prevailing hourly wage and fringe benefits for any Individual working in the operation of a public off-street parking lot, garage, or storage facility for automobiles 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 directing and shuttle driving under a lease, management agreement or other contract.

Rates effective from January 19, 2024 until November 30, 2024.

Classification	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
	Basic Hourly Rate	Health & Welfare	Pension	Vacation at 5 years shown Tiered at years 1, 2, 5, 10, 15, and 20.	Other	Hours	Total Hourly Rate	1.5 X Basic Hourly Rate	2 X Basic Hourly Rate
Parking Employee	A, B, C \$ 28.58	D \$ 10.31	\$ 2.94	F \$ 1.65	\$ 0.50	8	\$ 43.98	\$ 47.46	\$ 61.75
Trainee 1-12 months	A, B, C \$ 20.65	D \$ 10.31	E \$ 2.94	\$ -	\$ 0.50	8	\$ 34.40	\$ 33.92	\$ 44.24

### 102.3 Table Footnotes

- A. No more than 25% of the workforce or employees at each location may be trainees paid below the Parking Employee/journeyperson classification.
- B. Graveyard Shift Premium: Employees shall receive 10% premium on their basic hourly rate for entire shift if 4 or more hours are worked between 10:00pm – 6:30am.
- C. Recognized holidays: New Year's Day, Martin Luther King, Jr. Birthday, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, Four Floating Holidays. Employees may use the four floating holidays after 12 months of service. When not worked, the above listed holidays shall be paid for at the rate of straight-time pay on the basis of hours normally worked, whether such day occurs within or outside an employee's workweek. Work on Martin Luther King Day, Presidents Day, Memorial Day, Juneteenth, and Independence Day are paid at double time. Work on Labor Day, New Year's Day, Thanksgiving Day, and Christmas Day are paid at double time and half. If holiday is worked on sixth consecutive day, then paid at 2.5 times straight hourly rate.
- D. Employee must have worked 120 hours or more during the previous month and have completed six months of service to receive Health and Welfare. An Employee is not eligible for coverage until after he or she has worked at least one day in each of 6 calendar months. Contributions are capped at \$1,783 per month and are therefore not included in Overtime rates in this table. Note that the other benefit requirements, such as the Health Care Security Ordinance, may apply to work performed in San Francisco.
- E. A new employees receive a pension contribution of \$0.30 per hour for the first 90 calendar days of employment. The contribution rate increases to \$2.59 after the 90th calendar day of employment. A supplemental payment of \$0.35 is required in the 4th month & thereafter.
- F. Vacation for Parking Employee after 1 year = \$0.55, 2 years = \$1.10, 5 years = \$1.65, 10 years = \$2.20, 15 years = \$2.75, 20 years = \$3.30.
- G. Required for straight-time hours only.
- H. Minimum Call is 4 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.
- I. Overtime: 1.5X overtime rates = (1.5 x basic hourly rate) + Pension + Vacation. Any time worked over 8 hours in one day, over 40 hours in one week, or any work on the 6th consecutive day is paid at 1.5X rate. 2x overtime rates = (2 x basic hourly rate) + Pension + Vacation. Any time worked over 12 hours in one day or on the 7th consecutive day is paid at 2X rate.

Table is based on an analysis of the San Francisco Master Parking Agreement by and between the Signatory Parking Operators and Teamsters Local Union No. 665 effective for signatory employers from December 1, 2022 through November 30, 2026.

## Labor and Employment Code Article 102.3 - Parking Lot & Garage Workers

This chart is submitted as the prevailing hourly wage and fringe benefits for any Individual working in the operation of a public off-street parking lot, garage, or storage facility for automobiles 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 directing and shuttle driving under a lease, management agreement or other contract.

Rates from December 1, 2024 until November 30, 2025.

Classification	EMPLOYER PAYMENTS					STRAIGHT-TIME		OVERTIME	
	Basic Hourly Rate	Health & Welfare	Pension	Vacation at 5 years shown Tiered at years 1, 2, 5, 10, 15, and 20.	Other	Hours	Total Hourly Rate	1.5 X Basic Hourly Rate	2 X Basic Hourly Rate
Parking Employee	A, B, C \$ 29.58	D \$ 10.92	\$ 3.09	F \$ 1.71	\$ 0.50	8	\$ 45.80	\$ 49.17	\$ 63.96
Trainee 1-12 months	A, B, C \$ 21.37	D \$ 10.92	E \$ 3.09	\$ -	\$ 0.50	8	\$ 35.88	\$ 35.15	\$ 45.83

### 102.3 Table Footnotes

A. No more than 25% of the workforce or employees at each location may be trainees paid below the Parking Employee/journeyperson classification.

B. Graveyard Shift Premium: Employees shall receive 10% premium on their basic hourly rate for entire shift if 4 or more hours are worked between 10:00pm – 6:30am.

C. Recognized holidays: New Year's Day, Martin Luther King, Jr. Birthday, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, Four Floating Holidays. Employees may use the four floating holidays after 12 months of service. When not worked, the above listed holidays shall be paid for at the rate of straight-time pay on the basis of hours normally worked, whether such day occurs within or outside an employee's workweek. Work on Martin Luther King Day, Presidents Day, Memorial Day, Juneteenth, and Independence Day are paid at double time. Work on Labor Day, New Year's Day, Thanksgiving Day, and Christmas Day are paid at double time and half. If holiday is worked on sixth consecutive day, then paid at 2.5 times straight hourly rate.

D. Employee must have worked 120 hours or more during the previous month and have completed six months of service to receive Health and Welfare. An Employee is not eligible for coverage until after he or she has worked at least one day in each of 6 calendar months. Contributions are capped at \$1,890 per month and are therefore not included in Overtime rates in this table. Note that the other benefit requirements, such as the Health Care Security Ordinance, may apply to work performed in San Francisco.

E. A new employees receive a pension contribution of \$0.30 per hour for the first 90 calendar days of employment. The contribution rate increases to \$2.69 after the 90th calendar day of employment. A supplemental payment of \$0.40 is required in the 4th month & thereafter.

F. Vacation for Parking Employee after 1 year = \$0.57, 2 years = \$1.14, 5 years = \$1.71, 10 years = \$2.28, 15 years = \$2.84, 20 years = \$3.41.

G. Required for straight-time hours only.

H. Minimum Call is 4 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.

I. Overtime: 1.5X overtime rates = (1.5 x basic hourly rate) + Pension + Vacation. Any time worked over 8 hours in one day, over 40 hours in one week, or any work on the 6th consecutive day is paid at 1.5X rate. 2x overtime rates = (2 x basic hourly rate) + Pension + Vacation. Any time worked over 12 hours in one day or on the 7th consecutive day is paid at 2X rate.

Table is based on an analysis of the San Francisco Master Parking Agreement by and between the Signatory Parking Operators and Teamsters Local Union No. 665 effective for signatory employers from December 1, 2022 through November 30, 2026.

## Labor and Employment Code Article 102.3 - Parking Lot & Garage Workers

This chart is submitted as the prevailing hourly wage and fringe benefits for any Individual working in the operation of a public off-street parking lot, garage, or storage facility for automobiles 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 directing and shuttle driving under a lease, management agreement or other contract.

Rates from December 1, 2025 until superseded.

Classification	EMPLOYER PAYMENTS						STRAIGHT-TIME		OVERTIME	
	Basic Hourly Rate	Health & Welfare	Pension	Vacation at 5 years shown Tiered at years 1, 2, 5, 10, 15, and 20.	Other	Hours	Total Hourly Rate	1.5 X Basic Hourly Rate	2 X Basic Hourly Rate	
Parking Employee	A, B, C \$ 30.62	D \$ 11.58	\$ 3.24	F \$ 1.77	\$ 0.50	8	\$ 47.70	\$ 50.94	\$ 66.25	
Trainee 1-12 months	A, B, C \$ 22.12	D \$ 11.58	E \$ 3.24	\$ -	\$ 0.50	8	\$ 37.44	\$ 36.42	\$ 47.48	

### 102.3 Table Footnotes

- A. No more than 25% of the workforce or employees at each location may be trainees paid below the Parking Employee/journeyperson classification.
- B. Graveyard Shift Premium: Employees shall receive 10% premium on their basic hourly rate for entire shift if 4 or more hours are worked between 10:00pm – 6:30am.
- C. Recognized holidays: New Year's Day, Martin Luther King, Jr. Birthday, President's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, Four Floating Holidays. Employees may use the four floating holidays after 12 months of service. When not worked, the above listed holidays shall be paid for at the rate of straight-time pay on the basis of hours normally worked, whether such day occurs within or outside an employee's workweek. Work on Martin Luther King Day, Presidents Day, Memorial Day, Juneteenth, and Independence Day are paid at double time. Work on Labor Day, New Year's Day, Thanksgiving Day, and Christmas Day are paid at double time and half. If holiday is worked on sixth consecutive day, then paid at 2.5 times straight hourly rate.
- D. Employee must have worked 120 hours or more during the previous month and have completed six months of service to receive Health and Welfare. An Employee is not eligible for coverage until after he or she has worked at least one day in each of 6 calendar months. Contributions are capped at \$2,003 per month and are therefore not included in Overtime rates in this table. Note that the other benefit requirements, such as the Health Care Security Ordinance, may apply to work performed in San Francisco.
- E. A new employees receive a pension contribution of \$0.30 per hour for the first 90 calendar days of employment. The contribution rate increases to \$2.79 after the 90th calendar day of employment. A supplemental payment of \$0.45 is required in the 4th month & thereafter.
- F. Vacation for Parking Employee after 1 year = \$0.59, 2 years = \$1.18, 5 years = \$1.77, 10 years = \$2.36, 15 years = \$2.94, 20 years = \$3.53.
- G. Required for straight-time hours only.
- H. Minimum Call is 4 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.
- I. Overtime: 1.5X overtime rates = (1.5 x basic hourly rate) + Pension + Vacation. Any time worked over 8 hours in one day, over 40 hours in one week, or any work on the 6th consecutive day is paid at 1.5X rate. 2x overtime rates = (2 x basic hourly rate) + Pension + Vacation. Any time worked over 12 hours in one day or on the 7th consecutive day is paid at 2X rate.

Table is based on an analysis of the San Francisco Master Parking Agreement by and between the Signatory Parking Operators and Teamsters Local Union No. 665 effective for signatory employers from December 1, 2022 through November 30, 2026.