

Labor and Employment Code Article 102.11 - Security Employees (21C.11)

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 rate and fringe benefits required for Security Guard Services at any facility or any property owned or leased by the City.

Rates effective from January 19, 2024 until December 31, 2024

Classification	EMPLOYER PAYMENTS			STRAIGHT-TIME		D OVERTIME HOURLY RATE	
	A Basic Hourly Rate	B Health & Welfare (Varies. Shown with employee only).	C Vacation (Varies. Shown at 5 years)	Hours	Total Hourly Rate	1.5 X	2 X
Security Officer	\$ 20.00	\$ 4.08	\$ 0.77	8	\$ 24.85	\$ 34.85	\$ 44.85

Footnotes

A. No work performed on a named holiday is paid at 8 hours straight time. Worked performed on a named holiday is paid at 1.5 times the basic hourly rate. Work performed on a named holiday in excess of 8 hours will be paid at 2 times the basic hourly rate. The named holidays are New Year's Day, July 4th, Juneteenth, Martin Luther King, Jr. Day, Labor Day, President's Day, Thanksgiving Day, Memorial Day, Christmas Day.

B. Health and Welfare Rates are subject to change. Single employee contributions begin at 90 days of service; dependent benefits begin with 3 years. Required hourly rates: employee only \$4.08, capped at \$705.68 monthly; employee + 1 = \$7.84 capped at \$1356.93 monthly; employee + 2 or more = \$11.34, capped at \$1,962.60 monthly. "Dependent" means dependent as defined in the Internal Revenue Code (26 U.S.C. sec. 152).

C. Upon completion of 1 year of continuous service and 1600 hours, vacation is paid at +1, 3, 6, and 15 year rates. Partial rates - defined as 50% of the full rate - are for 6 months or more continuous service and 800 hours in a year.

Vacation Values	> 1 year	3+ Years	6+ Years	15+ Years
Security Officer	\$ 0.38	\$ 0.77	\$ 1.15	\$ 1.54

D. 1.5X Overtime rates = (1.5 x basic hourly rate) + health and welfare + vacation. All work in excess of 8 hours in one day, 40 hours in one week, or on the 6th consecutive day of work week is paid at 1.5X rate. 2X Overtime rates = (2 x basic hourly rate) + health and welfare + vacation. All work performed in excess of 12 hours in one day or on the 7th consecutive day of work week is paid at 2X rate.

The table is based on the Collective Bargaining Agreement between Universal Protection Services LP, dba Allied Universal Security Services, Securitas Security Services USA, Inc., GardaWorld Security, ProGuard Security, ABC Security Services, Chenega Security California Corp., Prosegur Security, Genesis Security, PalAmerican Security and Services Employees International Union, United Services Workers West from October 1, 2022 through June 30, 2026.

Labor and Employment Code Article 102.11 - Security Employees

This chart is submitted as the prevailing hourly wage rate and fringe benefits required for Security Guard Services at any facility or any property owned or leased by the City.

Rates effective 1/1/2025 to 12/31/2025

Classification	EMPLOYER PAYMENTS			STRAIGHT-TIME		D OVERTIME HOURLY RATE	
	A Basic Hourly Rate	B Health & Welfare (Varies. Shown with employee only).	C Vacation (Varies. Shown at 5 years)	Hours	Total Hourly Rate	1.5 X	2 X
Security Officer	\$ 20.65	\$ 4.08	\$ 0.79	8	\$ 25.52	\$ 35.85	\$ 46.17

Footnotes

A. No work performed on a named holiday is paid at 8 hours straight time. Worked performed on a named holiday is paid at 1.5 times the basic hourly rate. Work performed on a named holiday in excess of 8 hours will be paid at 2 times the basic hourly rate. The named holidays are New Year's Day, July 4th, Juneteenth, Martin Luther King, Jr. Day, Labor Day, President's Day, Thanksgiving Day, Memorial Day, Christmas Day.

B. Health and Welfare Rates are subject to change. Single employee contributions begin at 90 days of service; dependent benefits begin with 3 years. Required hourly rates: employee only \$4.08, capped at \$705.68 monthly; employee + 1 = \$7.84 capped at \$1356.93 monthly; employee + 2 or more = \$11.34, capped at \$1,962.60 monthly. "Dependent" means dependent as defined in the Internal Revenue Code (26 U.S.C. sec. 152).

C. Upon completion of 1 year of continuous service and 1600 hours, vacation is paid at +1, 3, 6, and 15 year rates. Partial rates - defined as 50% of the full rate - are for 6 months or more continuous service and 800 hours in a year.

Vacation Values	> 1 year	3+ Years	6+ Years	15+ Years
Security Officer	\$ 0.40	\$ 0.79	\$ 1.19	\$ 1.59

D. 1.5X Overtime rates = (1.5 x basic hourly rate) + health and welfare + vacation. All work in excess of 8 hours in one day, 40 hours in one week, or on the 6th consecutive day of work week is paid at 1.5X rate. 2X Overtime rates = (2 x basic hourly rate) + health and welfare + vacation. All work performed in excess of 12 hours in one day or on the 7th consecutive day of work week is paid at 2X rate.

The table is based on the Collective Bargaining Agreement between Universal Protection Services LP, dba Allied Universal Security Services, Securitas Security Services USA, Inc., GardaWorld Security, ProGuard Security, ABC Security Services, Chenega Security California Corp., Prosegur Security, Genesis Security, PalAmerican Security and Services Employees International Union, United Services Workers West from October 1, 2022 through June 30, 2026.

Labor and Employment Code Article 102.11 - Security Employees

This chart is submitted as the prevailing hourly wage rate and fringe benefits required for Security Guard Services at any facility or any property owned or leased by the City.

Rates effective 1/1/2026 until superceded.

Classification	EMPLOYER PAYMENTS			STRAIGHT-TIME		D OVERTIME HOURLY RATE	
	A Basic Hourly Rate	B Health & Welfare (Varies. Shown with employee only).	C Vacation (Varies. Shown at 5 years)	Hours	Total Hourly Rate	1.5 X	2 X
Security Officer	\$ 21.20	\$ 4.08	\$ 0.82	8	\$ 26.10	\$ 36.70	\$ 47.30

Footnotes

A. No work performed on a named holiday is paid at 8 hours straight time. Worked performed on a named holiday is paid at 1.5 times the basic hourly rate. Work performed on a named holiday in excess of 8 hours will be paid at 2 times the basic hourly rate. The named holidays are New Year's Day, July 4th, Juneteenth, Martin Luther King, Jr. Day, Labor Day, President's Day, Thanksgiving Day, Memorial Day, Christmas Day.

B. Health and Welfare Rates are subject to change. Single employee contributions begin at 90 days of service; dependent benefits begin with 3 years. Required hourly rates: employee only \$4.08, capped at \$705.68 monthly; employee + 1 = \$7.84 capped at \$1356.93 monthly; employee + 2 or more = \$11.34, capped at \$1,962.60 monthly. "Dependent" means dependent as defined in the Internal Revenue Code (26 U.S.C. sec. 152).

C. Upon completion of 1 year of continuous service and 1600 hours, vacation is paid at +1, 3, 6, and 15 year rates. Partial rates - defined as 50% of the full rate - are for 6 months or more continuous service and 800 hours in a year.

Vacation Values	> 1 year	3+ Years	6+ Years	15+ Years
Security Officer	\$ 0.41	\$ 0.82	\$ 1.22	\$ 1.63

D. 1.5X Overtime rates = (1.5 x basic hourly rate) + health and welfare + vacation. All work in excess of 8 hours in one day, 40 hours in one week, or on the 6th consecutive day of work week is paid at 1.5X rate. 2X Overtime rates = (2 x basic hourly rate) + health and welfare + vacation. All work performed in excess of 12 hours in one day or on the 7th consecutive day of work week is paid at 2X rate.

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