

**Commercial Apprentice Private Wage
Effective January 1, 2025 through March 1, 2025**

| County | | 1st Year > 0 to 1,600 OJT Hours | | | | | | 2nd Year 1,601 to 3,200 OJT Hours | | | | | |
|--------|--------------------|---------------------------------|---------|----------|--------|---------|-----------------------|-----------------------------------|---------|----------|--------|---------|-----------------------|
| | | 1st Year Total Package 40% | Base | Training | H & W | Pension | Add'l Wage or Pension | 2nd Year Total Package 50% | Base | Training | H & W | Pension | Add'l Wage or Pension |
| 1 | Alameda | \$46.63 | \$30.31 | \$3.00 | \$4.50 | \$0.00 | \$8.82 | \$58.29 | \$37.89 | \$3.00 | \$4.50 | \$0.50 | \$12.40 |
| 2 | Alpine | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 |
| 3 | Amador | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 |
| 4 | Butte | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 |
| 5 | Calaveras | \$31.59 | \$20.53 | \$3.00 | \$4.50 | \$0.00 | \$3.56 | \$39.49 | \$25.67 | \$3.00 | \$4.50 | \$0.50 | \$5.82 |
| 6 | Colusa | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 |
| 7 | Contra Costa | \$37.48 | \$24.36 | \$3.00 | \$4.50 | \$0.00 | \$5.62 | \$46.86 | \$30.46 | \$3.00 | \$4.50 | \$0.50 | \$8.40 |
| 8 | Del Norte | \$35.07 | \$22.80 | \$3.00 | \$4.50 | \$0.00 | \$4.77 | \$43.84 | \$28.50 | \$3.00 | \$4.50 | \$0.50 | \$7.34 |
| 9 | El Dorado | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 |
| 10 | Fresno | \$29.90 | \$19.44 | \$3.00 | \$4.50 | \$0.00 | \$2.96 | \$37.37 | \$24.29 | \$3.00 | \$4.50 | \$0.50 | \$5.08 |
| 11 | Glenn | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 |
| 12 | Humboldt | \$35.07 | \$22.80 | \$3.00 | \$4.50 | \$0.00 | \$4.77 | \$43.84 | \$28.50 | \$3.00 | \$4.50 | \$0.50 | \$7.34 |
| 13 | Imperial - 500K+ | \$29.52 | \$19.19 | \$3.00 | \$4.50 | \$0.00 | \$2.83 | \$36.90 | \$23.99 | \$3.00 | \$4.50 | \$0.50 | \$4.91 |
| 14 | Imperial - to 500K | \$28.28 | \$18.38 | \$3.00 | \$4.50 | \$0.00 | \$2.40 | \$35.36 | \$22.98 | \$3.00 | \$4.50 | \$0.50 | \$4.38 |
| 15 | Inyo - Zone B | \$38.81 | \$25.23 | \$3.00 | \$4.50 | \$0.00 | \$6.08 | \$48.52 | \$31.54 | \$3.00 | \$4.50 | \$0.50 | \$8.98 |
| 16 | Kern | \$30.46 | \$19.80 | \$3.00 | \$4.50 | \$0.00 | \$3.16 | \$38.07 | \$24.75 | \$3.00 | \$4.50 | \$0.50 | \$5.32 |
| 17 | Kings | \$29.90 | \$19.44 | \$3.00 | \$4.50 | \$0.00 | \$2.96 | \$37.37 | \$24.29 | \$3.00 | \$4.50 | \$0.50 | \$5.08 |
| 18 | Lake | \$35.07 | \$22.80 | \$3.00 | \$4.50 | \$0.00 | \$4.77 | \$43.84 | \$28.50 | \$3.00 | \$4.50 | \$0.50 | \$7.34 |
| 19 | Lassen | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 |
| 20 | Los Angeles | \$37.98 | \$24.69 | \$3.00 | \$4.50 | \$0.00 | \$5.79 | \$47.47 | \$30.86 | \$3.00 | \$4.50 | \$0.50 | \$8.61 |
| 21 | Madera | \$29.90 | \$19.44 | \$3.00 | \$4.50 | \$0.00 | \$2.96 | \$37.37 | \$24.29 | \$3.00 | \$4.50 | \$0.50 | \$5.08 |

**Commercial Apprentice Private Wage
Effective January 1, 2025 through March 1, 2025**

| County | | 3rd Year 3,201 to 4,800 OJT Hours | | | | | | 4th Year 4,801 to 6,400 OJT Hours | | | | | |
|--------|--------------------|--------------------------------------|---------|----------|--------|---------|-----------------------------|--------------------------------------|---------|----------|--------|---------|-----------------------------|
| | | 3rd Year Total Package 60% | Base | Training | H & W | Pension | Add'l Wage or Pension | 4th Year Total Package 70% | Base | Training | H & W | Pension | Add'l Wage or Pension |
| 1 | Alameda | \$69.94 | \$45.46 | \$3.00 | \$4.50 | \$1.00 | \$15.98 | \$81.60 | \$53.04 | \$3.00 | \$4.50 | \$1.50 | \$19.56 |
| 2 | Alpine | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 3 | Amador | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 4 | Butte | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 5 | Calaveras | \$47.38 | \$30.80 | \$3.00 | \$4.50 | \$1.00 | \$8.08 | \$55.28 | \$35.93 | \$3.00 | \$4.50 | \$1.50 | \$10.35 |
| 6 | Colusa | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 7 | Contra Costa | \$56.23 | \$36.55 | \$3.00 | \$4.50 | \$1.00 | \$11.18 | \$65.60 | \$42.64 | \$3.00 | \$4.50 | \$1.50 | \$13.96 |
| 8 | Del Norte | \$52.60 | \$34.19 | \$3.00 | \$4.50 | \$1.00 | \$9.91 | \$61.37 | \$39.89 | \$3.00 | \$4.50 | \$1.50 | \$12.48 |
| 9 | El Dorado | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 10 | Fresno | \$44.84 | \$29.15 | \$3.00 | \$4.50 | \$1.00 | \$7.19 | \$52.32 | \$34.01 | \$3.00 | \$4.50 | \$1.50 | \$9.31 |
| 11 | Glenn | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 12 | Humboldt | \$52.60 | \$34.19 | \$3.00 | \$4.50 | \$1.00 | \$9.91 | \$61.37 | \$39.89 | \$3.00 | \$4.50 | \$1.50 | \$12.48 |
| 13 | Imperial - 500K+ | \$44.28 | \$28.78 | \$3.00 | \$4.50 | \$1.00 | \$7.00 | \$51.66 | \$33.58 | \$3.00 | \$4.50 | \$1.50 | \$9.08 |
| 14 | Imperial - to 500K | \$42.43 | \$27.58 | \$3.00 | \$4.50 | \$1.00 | \$6.35 | \$49.50 | \$32.18 | \$3.00 | \$4.50 | \$1.50 | \$8.32 |
| 15 | Inyo - Zone B | \$58.22 | \$37.84 | \$3.00 | \$4.50 | \$1.00 | \$11.88 | \$67.92 | \$44.15 | \$3.00 | \$4.50 | \$1.50 | \$14.77 |
| 16 | Kern | \$45.68 | \$29.69 | \$3.00 | \$4.50 | \$1.00 | \$7.49 | \$53.30 | \$34.65 | \$3.00 | \$4.50 | \$1.50 | \$9.65 |
| 17 | Kings | \$44.84 | \$29.15 | \$3.00 | \$4.50 | \$1.00 | \$7.19 | \$52.32 | \$34.01 | \$3.00 | \$4.50 | \$1.50 | \$9.31 |
| 18 | Lake | \$52.60 | \$34.19 | \$3.00 | \$4.50 | \$1.00 | \$9.91 | \$61.37 | \$39.89 | \$3.00 | \$4.50 | \$1.50 | \$12.48 |
| 19 | Lassen | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 20 | Los Angeles | \$56.96 | \$37.02 | \$3.00 | \$4.50 | \$1.00 | \$11.44 | \$66.46 | \$43.20 | \$3.00 | \$4.50 | \$1.50 | \$14.26 |
| 21 | Madera | \$44.84 | \$29.15 | \$3.00 | \$4.50 | \$1.00 | \$7.19 | \$52.32 | \$34.01 | \$3.00 | \$4.50 | \$1.50 | \$9.31 |

**Commercial Apprentice Private Wage
Effective January 1, 2025 through March 1, 2025**

| County | | 5th Year 6,401 to 8,000 OJT Hours | | | | | |
|--------|--------------------|-----------------------------------|---------|----------|--------|---------|-----------------------|
| | | 5th Year Total Package 80% | Base | Training | H & W | Pension | Add'l Wage or Pension |
| 1 | Alameda | \$93.26 | \$60.62 | \$3.00 | \$4.50 | \$2.00 | \$23.14 |
| 2 | Alpine | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 3 | Amador | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 4 | Butte | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 5 | Calaveras | \$63.18 | \$41.07 | \$3.00 | \$4.50 | \$2.00 | \$12.61 |
| 6 | Colusa | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 7 | Contra Costa | \$74.97 | \$48.73 | \$3.00 | \$4.50 | \$2.00 | \$16.74 |
| 8 | Del Norte | \$70.14 | \$45.59 | \$3.00 | \$4.50 | \$2.00 | \$15.05 |
| 9 | El Dorado | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 10 | Fresno | \$59.79 | \$38.86 | \$3.00 | \$4.50 | \$2.00 | \$11.43 |
| 11 | Glenn | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 12 | Humboldt | \$70.14 | \$45.59 | \$3.00 | \$4.50 | \$2.00 | \$15.05 |
| 13 | Imperial - 500K+ | \$59.04 | \$38.38 | \$3.00 | \$4.50 | \$2.00 | \$11.16 |
| 14 | Imperial - to 500K | \$56.57 | \$36.77 | \$3.00 | \$4.50 | \$2.00 | \$10.30 |
| 15 | Inyo - Zone B | \$77.62 | \$50.45 | \$3.00 | \$4.50 | \$2.00 | \$17.67 |
| 16 | Kern | \$60.91 | \$39.59 | \$3.00 | \$4.50 | \$2.00 | \$11.82 |
| 17 | Kings | \$59.79 | \$38.86 | \$3.00 | \$4.50 | \$2.00 | \$11.43 |
| 18 | Lake | \$70.14 | \$45.59 | \$3.00 | \$4.50 | \$2.00 | \$15.05 |
| 19 | Lassen | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 20 | Los Angeles | \$75.95 | \$49.37 | \$3.00 | \$4.50 | \$2.00 | \$17.08 |
| 21 | Madera | \$59.79 | \$38.86 | \$3.00 | \$4.50 | \$2.00 | \$11.43 |

**Commercial Apprentice Private Wage
Effective January 1, 2025 through March 1, 2025**

| County | | 1st Year > 0 to 1,600 OJT Hours | | | | | | 2nd Year 1,601 to 3,200 OJT Hours | | | | | |
|--------|-------------------------|---------------------------------|---------|----------|--------|---------|-----------------------|-----------------------------------|---------|----------|--------|---------|-----------------------|
| | | 1st Year Total Package 40% | Base | Training | H & W | Pension | Add'l Wage or Pension | 2nd Year Total Package 50% | Base | Training | H & W | Pension | Add'l Wage or Pension |
| 22 | Marin | \$35.07 | \$22.80 | \$3.00 | \$4.50 | \$0.00 | \$4.77 | \$43.84 | \$28.50 | \$3.00 | \$4.50 | \$0.50 | \$7.34 |
| 23 | Mariposa - Zone A | \$30.44 | \$19.79 | \$3.00 | \$4.50 | \$0.00 | \$3.15 | \$38.06 | \$24.74 | \$3.00 | \$4.50 | \$0.50 | \$5.32 |
| 24 | Mendocino | \$35.07 | \$22.80 | \$3.00 | \$4.50 | \$0.00 | \$4.77 | \$43.84 | \$28.50 | \$3.00 | \$4.50 | \$0.50 | \$7.34 |
| 25 | Merced - Zone A | \$30.44 | \$19.79 | \$3.00 | \$4.50 | \$0.00 | \$3.15 | \$38.06 | \$24.74 | \$3.00 | \$4.50 | \$0.50 | \$5.32 |
| 26 | Modoc | \$25.43 | \$16.53 | \$3.00 | \$4.50 | \$0.00 | \$1.40 | \$31.79 | \$20.66 | \$3.00 | \$4.50 | \$0.50 | \$3.13 |
| 27 | Mono - Zone B | \$38.81 | \$25.23 | \$3.00 | \$4.50 | \$0.00 | \$6.08 | \$48.52 | \$31.54 | \$3.00 | \$4.50 | \$0.50 | \$8.98 |
| 28 | Monterey - Zone A | \$38.22 | \$24.84 | \$3.00 | \$4.50 | \$0.00 | \$5.88 | \$47.78 | \$31.06 | \$3.00 | \$4.50 | \$0.50 | \$8.72 |
| 29 | Napa | \$34.47 | \$22.41 | \$3.00 | \$4.50 | \$0.00 | \$4.56 | \$43.09 | \$28.01 | \$3.00 | \$4.50 | \$0.50 | \$7.08 |
| 30 | Nevada | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 |
| 31 | Orange | \$32.78 | \$21.31 | \$3.00 | \$4.50 | \$0.00 | \$3.97 | \$40.97 | \$26.63 | \$3.00 | \$4.50 | \$0.50 | \$6.34 |
| 32 | Placer | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 |
| 33 | Plumas | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 |
| 34 | Riverside | \$32.02 | \$20.81 | \$3.00 | \$4.50 | \$0.00 | \$3.71 | \$40.02 | \$26.01 | \$3.00 | \$4.50 | \$0.50 | \$6.01 |
| 35 | Sacramento | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 |
| 36 | San Benito - Zone A | \$38.22 | \$24.84 | \$3.00 | \$4.50 | \$0.00 | \$5.88 | \$47.78 | \$31.06 | \$3.00 | \$4.50 | \$0.50 | \$8.72 |
| 37 | San Bernardino - Zone A | \$31.82 | \$20.68 | \$3.00 | \$4.50 | \$0.00 | \$3.64 | \$39.78 | \$25.86 | \$3.00 | \$4.50 | \$0.50 | \$5.92 |
| 38 | San Diego | \$28.28 | \$18.38 | \$3.00 | \$4.50 | \$0.00 | \$2.40 | \$35.36 | \$22.98 | \$3.00 | \$4.50 | \$0.50 | \$4.38 |
| 39 | San Francisco | \$53.55 | \$34.81 | \$3.00 | \$4.50 | \$0.00 | \$11.24 | \$66.94 | \$43.51 | \$3.00 | \$4.50 | \$0.50 | \$15.43 |
| 40 | San Joaquin | \$31.59 | \$20.53 | \$3.00 | \$4.50 | \$0.00 | \$3.56 | \$39.49 | \$25.67 | \$3.00 | \$4.50 | \$0.50 | \$5.82 |
| 41 | San Luis Obispo | \$31.04 | \$20.18 | \$3.00 | \$4.50 | \$0.00 | \$3.36 | \$38.81 | \$25.23 | \$3.00 | \$4.50 | \$0.50 | \$5.58 |
| 42 | San Mateo | \$49.85 | \$32.40 | \$3.00 | \$4.50 | \$0.00 | \$9.95 | \$62.32 | \$40.51 | \$3.00 | \$4.50 | \$0.50 | \$13.81 |

**Commercial Apprentice Private Wage
Effective January 1, 2025 through March 1, 2025**

| County | 3rd Year 3,201 to 4,800 OJT Hours | | | | | | | 4th Year 4,801 to 6,400 OJT Hours | | | | | |
|--------|--------------------------------------|---------|----------|--------|---------|-----------------------------|-------------------------------------|--------------------------------------|----------|--------|---------|-----------------------------|---------|
| | 3rd Year Total Package 60% | Base | Training | H & W | Pension | Add'l Wage or Pension | 4th Year Total Package 70% | Base | Training | H & W | Pension | Add'l Wage or Pension | |
| 22 | Marin | \$52.60 | \$34.19 | \$3.00 | \$4.50 | \$1.00 | \$9.91 | \$61.37 | \$39.89 | \$3.00 | \$4.50 | \$1.50 | \$12.48 |
| 23 | Mariposa - Zone A | \$45.67 | \$29.69 | \$3.00 | \$4.50 | \$1.00 | \$7.48 | \$53.28 | \$34.63 | \$3.00 | \$4.50 | \$1.50 | \$9.65 |
| 24 | Mendocino | \$52.60 | \$34.19 | \$3.00 | \$4.50 | \$1.00 | \$9.91 | \$61.37 | \$39.89 | \$3.00 | \$4.50 | \$1.50 | \$12.48 |
| 25 | Merced - Zone A | \$45.67 | \$29.69 | \$3.00 | \$4.50 | \$1.00 | \$7.48 | \$53.28 | \$34.63 | \$3.00 | \$4.50 | \$1.50 | \$9.65 |
| 26 | Modoc | \$38.15 | \$24.80 | \$3.00 | \$4.50 | \$1.00 | \$4.85 | \$44.51 | \$28.93 | \$3.00 | \$4.50 | \$1.50 | \$6.58 |
| 27 | Mono - Zone B | \$58.22 | \$37.84 | \$3.00 | \$4.50 | \$1.00 | \$11.88 | \$67.92 | \$44.15 | \$3.00 | \$4.50 | \$1.50 | \$14.77 |
| 28 | Monterey - Zone A | \$57.33 | \$37.26 | \$3.00 | \$4.50 | \$1.00 | \$11.57 | \$66.89 | \$43.48 | \$3.00 | \$4.50 | \$1.50 | \$14.41 |
| 29 | Napa | \$51.70 | \$33.61 | \$3.00 | \$4.50 | \$1.00 | \$9.59 | \$60.32 | \$39.21 | \$3.00 | \$4.50 | \$1.50 | \$12.11 |
| 30 | Nevada | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 31 | Orange | \$49.16 | \$31.95 | \$3.00 | \$4.50 | \$1.00 | \$8.71 | \$57.36 | \$37.28 | \$3.00 | \$4.50 | \$1.50 | \$11.08 |
| 32 | Placer | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 33 | Plumas | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 34 | Riverside | \$48.02 | \$31.21 | \$3.00 | \$4.50 | \$1.00 | \$8.31 | \$56.03 | \$36.42 | \$3.00 | \$4.50 | \$1.50 | \$10.61 |
| 35 | Sacramento | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 36 | San Benito - Zone A | \$57.33 | \$37.26 | \$3.00 | \$4.50 | \$1.00 | \$11.57 | \$66.89 | \$43.48 | \$3.00 | \$4.50 | \$1.50 | \$14.41 |
| 37 | San Bernardino - Zone A | \$47.73 | \$31.02 | \$3.00 | \$4.50 | \$1.00 | \$8.21 | \$55.69 | \$36.20 | \$3.00 | \$4.50 | \$1.50 | \$10.49 |
| 38 | San Diego | \$42.43 | \$27.58 | \$3.00 | \$4.50 | \$1.00 | \$6.35 | \$49.50 | \$32.18 | \$3.00 | \$4.50 | \$1.50 | \$8.32 |
| 39 | San Francisco | \$80.33 | \$52.21 | \$3.00 | \$4.50 | \$1.00 | \$19.62 | \$93.72 | \$60.92 | \$3.00 | \$4.50 | \$1.50 | \$23.80 |
| 40 | San Joaquin | \$47.38 | \$30.80 | \$3.00 | \$4.50 | \$1.00 | \$8.08 | \$55.28 | \$35.93 | \$3.00 | \$4.50 | \$1.50 | \$10.35 |
| 41 | San Luis Obispo | \$46.57 | \$30.27 | \$3.00 | \$4.50 | \$1.00 | \$7.80 | \$54.33 | \$35.31 | \$3.00 | \$4.50 | \$1.50 | \$10.02 |
| 42 | San Mateo | \$74.78 | \$48.61 | \$3.00 | \$4.50 | \$1.00 | \$17.67 | \$87.24 | \$56.71 | \$3.00 | \$4.50 | \$1.50 | \$21.53 |

**Commercial Apprentice Private Wage
Effective January 1, 2025 through March 1, 2025**

| County | | 5th Year 6,401 to 8,000 OJT Hours | | | | | |
|--------|-------------------------|-----------------------------------|---------|----------|--------|---------|-----------------------|
| | | 5th Year Total Package 80% | Base | Training | H & W | Pension | Add'l Wage or Pension |
| 22 | Marin | \$70.14 | \$45.59 | \$3.00 | \$4.50 | \$2.00 | \$15.05 |
| 23 | Mariposa - Zone A | \$60.89 | \$39.58 | \$3.00 | \$4.50 | \$2.00 | \$11.81 |
| 24 | Mendocino | \$70.14 | \$45.59 | \$3.00 | \$4.50 | \$2.00 | \$15.05 |
| 25 | Merced - Zone A | \$60.89 | \$39.58 | \$3.00 | \$4.50 | \$2.00 | \$11.81 |
| 26 | Modoc | \$50.86 | \$33.06 | \$3.00 | \$4.50 | \$2.00 | \$8.30 |
| 27 | Mono - Zone B | \$77.62 | \$50.45 | \$3.00 | \$4.50 | \$2.00 | \$17.67 |
| 28 | Monterey - Zone A | \$76.44 | \$49.69 | \$3.00 | \$4.50 | \$2.00 | \$17.25 |
| 29 | Napa | \$68.94 | \$44.81 | \$3.00 | \$4.50 | \$2.00 | \$14.63 |
| 30 | Nevada | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 31 | Orange | \$65.55 | \$42.61 | \$3.00 | \$4.50 | \$2.00 | \$13.44 |
| 32 | Placer | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 33 | Plumas | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 34 | Riverside | \$64.03 | \$41.62 | \$3.00 | \$4.50 | \$2.00 | \$12.91 |
| 35 | Sacramento | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 36 | San Benito - Zone A | \$76.44 | \$49.69 | \$3.00 | \$4.50 | \$2.00 | \$17.25 |
| 37 | San Bernardino - Zone A | \$63.64 | \$41.37 | \$3.00 | \$4.50 | \$2.00 | \$12.77 |
| 38 | San Diego | \$56.57 | \$36.77 | \$3.00 | \$4.50 | \$2.00 | \$10.30 |
| 39 | San Francisco | \$107.10 | \$69.62 | \$3.00 | \$4.50 | \$2.00 | \$27.98 |
| 40 | San Joaquin | \$63.18 | \$41.07 | \$3.00 | \$4.50 | \$2.00 | \$12.61 |
| 41 | San Luis Obispo | \$62.09 | \$40.36 | \$3.00 | \$4.50 | \$2.00 | \$12.23 |
| 42 | San Mateo | \$99.70 | \$64.81 | \$3.00 | \$4.50 | \$2.00 | \$25.39 |

**Commercial Apprentice Private Wage
Effective January 1, 2025 through March 1, 2025**

| County | 1st Year > 0 to 1,600 OJT Hours | | | | | | | 2nd Year 1,601 to 3,200 OJT Hours | | | | | |
|---------------------------------|---------------------------------|---------|----------|--------|---------|-----------------------|----------------------------|-----------------------------------|----------|--------|---------|-----------------------|--|
| | 1st Year Total Package 40% | Base | Training | H & W | Pension | Add'l Wage or Pension | 2nd Year Total Package 50% | Base | Training | H & W | Pension | Add'l Wage or Pension | |
| 43 Santa Barbara | \$29.96 | \$19.47 | \$3.00 | \$4.50 | \$0.00 | \$2.99 | \$37.45 | \$24.34 | \$3.00 | \$4.50 | \$0.50 | \$5.11 | |
| 44 Santa Clara | \$51.15 | \$33.25 | \$3.00 | \$4.50 | \$0.00 | \$10.40 | \$63.94 | \$41.56 | \$3.00 | \$4.50 | \$0.50 | \$14.38 | |
| 45 Santa Cruz - Zone A | \$38.22 | \$24.84 | \$3.00 | \$4.50 | \$0.00 | \$5.88 | \$47.78 | \$31.06 | \$3.00 | \$4.50 | \$0.50 | \$8.72 | |
| 46 Shasta | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 | |
| 47 Sierra - Outside Tahoe Basin | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 | |
| 48 Siskiyou | \$25.43 | \$16.53 | \$3.00 | \$4.50 | \$0.00 | \$1.40 | \$31.79 | \$20.66 | \$3.00 | \$4.50 | \$0.50 | \$3.13 | |
| 49 Solano | \$34.47 | \$22.41 | \$3.00 | \$4.50 | \$0.00 | \$4.56 | \$43.09 | \$28.01 | \$3.00 | \$4.50 | \$0.50 | \$7.08 | |
| 50 Sonoma | \$35.07 | \$22.80 | \$3.00 | \$4.50 | \$0.00 | \$4.77 | \$43.84 | \$28.50 | \$3.00 | \$4.50 | \$0.50 | \$7.34 | |
| 51 Stanislaus - Zone A | \$30.44 | \$19.79 | \$3.00 | \$4.50 | \$0.00 | \$3.15 | \$38.06 | \$24.74 | \$3.00 | \$4.50 | \$0.50 | \$5.32 | |
| 52 Sutter | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 | |
| 53 Tehama | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 | |
| 54 Trinity | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 | |
| 55 Tulare | \$29.90 | \$19.44 | \$3.00 | \$4.50 | \$0.00 | \$2.96 | \$37.37 | \$24.29 | \$3.00 | \$4.50 | \$0.50 | \$5.08 | |
| 56 Tuolumne - Zone A | \$30.44 | \$19.79 | \$3.00 | \$4.50 | \$0.00 | \$3.15 | \$38.06 | \$24.74 | \$3.00 | \$4.50 | \$0.50 | \$5.32 | |
| 57 Ventura - Zone A | \$31.62 | \$20.55 | \$3.00 | \$4.50 | \$0.00 | \$3.57 | \$39.53 | \$25.69 | \$3.00 | \$4.50 | \$0.50 | \$5.84 | |
| 58 Yolo | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 | |
| 59 Yuba | \$33.77 | \$21.95 | \$3.00 | \$4.50 | \$0.00 | \$4.32 | \$42.22 | \$27.44 | \$3.00 | \$4.50 | \$0.50 | \$6.78 | |

**Commercial Apprentice Private Wage
Effective January 1, 2025 through March 1, 2025**

| County | 3rd Year 3,201 to 4,800 OJT Hours | | | | | | | 4th Year 4,801 to 6,400 OJT Hours | | | | | |
|--------|--------------------------------------|---------|----------|--------|---------|-----------------------------|-------------------------------------|--------------------------------------|----------|--------|---------|-----------------------------|---------|
| | 3rd Year Total Package 60% | Base | Training | H & W | Pension | Add'l Wage or Pension | 4th Year Total Package 70% | Base | Training | H & W | Pension | Add'l Wage or Pension | |
| 43 | Santa Barbara | \$44.93 | \$29.20 | \$3.00 | \$4.50 | \$1.00 | \$7.23 | \$52.42 | \$34.07 | \$3.00 | \$4.50 | \$1.50 | \$9.35 |
| 44 | Santa Clara | \$76.72 | \$49.87 | \$3.00 | \$4.50 | \$1.00 | \$18.35 | \$89.51 | \$58.18 | \$3.00 | \$4.50 | \$1.50 | \$22.33 |
| 45 | Santa Cruz - Zone A | \$57.33 | \$37.26 | \$3.00 | \$4.50 | \$1.00 | \$11.57 | \$66.89 | \$43.48 | \$3.00 | \$4.50 | \$1.50 | \$14.41 |
| 46 | Shasta | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 47 | Sierra - Outside Tahoe Basin | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 48 | Siskiyou | \$38.15 | \$24.80 | \$3.00 | \$4.50 | \$1.00 | \$4.85 | \$44.51 | \$28.93 | \$3.00 | \$4.50 | \$1.50 | \$6.58 |
| 49 | Solano | \$51.70 | \$33.61 | \$3.00 | \$4.50 | \$1.00 | \$9.59 | \$60.32 | \$39.21 | \$3.00 | \$4.50 | \$1.50 | \$12.11 |
| 50 | Sonoma | \$52.60 | \$34.19 | \$3.00 | \$4.50 | \$1.00 | \$9.91 | \$61.37 | \$39.89 | \$3.00 | \$4.50 | \$1.50 | \$12.48 |
| 51 | Stanislaus - Zone A | \$45.67 | \$29.69 | \$3.00 | \$4.50 | \$1.00 | \$7.48 | \$53.28 | \$34.63 | \$3.00 | \$4.50 | \$1.50 | \$9.65 |
| 52 | Sutter | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 53 | Tehama | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 54 | Trinity | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 55 | Tulare | \$44.84 | \$29.15 | \$3.00 | \$4.50 | \$1.00 | \$7.19 | \$52.32 | \$34.01 | \$3.00 | \$4.50 | \$1.50 | \$9.31 |
| 56 | Tuolumne - Zone A | \$45.67 | \$29.69 | \$3.00 | \$4.50 | \$1.00 | \$7.48 | \$53.28 | \$34.63 | \$3.00 | \$4.50 | \$1.50 | \$9.65 |
| 57 | Ventura - Zone A | \$47.44 | \$30.84 | \$3.00 | \$4.50 | \$1.00 | \$8.10 | \$55.34 | \$35.97 | \$3.00 | \$4.50 | \$1.50 | \$10.37 |
| 58 | Yolo | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |
| 59 | Yuba | \$50.66 | \$32.93 | \$3.00 | \$4.50 | \$1.00 | \$9.23 | \$59.10 | \$38.42 | \$3.00 | \$4.50 | \$1.50 | \$11.68 |

**Commercial Apprentice Private Wage
Effective January 1, 2025 through March 1, 2025**

| County | | 5th Year 6,401 to 8,000 OJT Hours | | | | | |
|--------|---------------------------------|-------------------------------------|---------|----------|--------|---------|-----------------------------|
| | | 5th Year Total Package 80% | Base | Training | H & W | Pension | Add'l Wage or Pension |
| 43 | Santa Barbara | \$59.91 | \$38.94 | \$3.00 | \$4.50 | \$2.00 | \$11.47 |
| 44 | Santa Clara | \$102.30 | \$66.50 | \$3.00 | \$4.50 | \$2.00 | \$26.30 |
| 45 | Santa Cruz - Zone A | \$76.44 | \$49.69 | \$3.00 | \$4.50 | \$2.00 | \$17.25 |
| 46 | Shasta | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 47 | Sierra - Outside Tahoe Basin | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 48 | Siskiyou | \$50.86 | \$33.06 | \$3.00 | \$4.50 | \$2.00 | \$8.30 |
| 49 | Solano | \$68.94 | \$44.81 | \$3.00 | \$4.50 | \$2.00 | \$14.63 |
| 50 | Sonoma | \$70.14 | \$45.59 | \$3.00 | \$4.50 | \$2.00 | \$15.05 |
| 51 | Stanislaus - Zone A | \$60.89 | \$39.58 | \$3.00 | \$4.50 | \$2.00 | \$11.81 |
| 52 | Sutter | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 53 | Tehama | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 54 | Trinity | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 55 | Tulare | \$59.79 | \$38.86 | \$3.00 | \$4.50 | \$2.00 | \$11.43 |
| 56 | Tuolumne - Zone A | \$60.89 | \$39.58 | \$3.00 | \$4.50 | \$2.00 | \$11.81 |
| 57 | Ventura - Zone A | \$63.25 | \$41.11 | \$3.00 | \$4.50 | \$2.00 | \$12.64 |
| 58 | Yolo | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |
| 59 | Yuba | \$67.54 | \$43.90 | \$3.00 | \$4.50 | \$2.00 | \$14.14 |