

**Commercial Private Wage  
Effective March 2, 2013 through March 1, 2014**

County	Total Journeyman Package as of March 1, 2013	1st Year > 0 to 1,600 OJT Hours							2nd Year 1,601 to 3,200 OJT Hours						3rd Year 3,201 to 4,800 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	3rd Year Total Package 60%	Base	Training	H & W	Pension	Add'l Wage or Pension	
1 Alameda	\$75.35	\$30.14	\$19.59	\$2.25	\$4.50	\$0.00	\$3.80	\$37.68	\$24.49	\$2.25	\$4.50	\$0.50	\$5.94	\$45.21	\$29.39	\$2.25	\$4.50	\$1.00	\$8.07	
2 Alpine	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42	
3 Amador	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42	
4 Butte	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42	
5 Calaveras	\$58.10	\$23.24	\$15.11	\$2.25	\$4.50	\$0.00	\$1.38	\$29.05	\$18.88	\$2.25	\$4.50	\$0.50	\$2.92	\$34.86	\$22.66	\$2.25	\$4.50	\$1.00	\$4.45	
6 Colusa	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42	
7 Contra Costa	\$68.50	\$27.40	\$17.81	\$2.25	\$4.50	\$0.00	\$2.84	\$34.25	\$22.26	\$2.25	\$4.50	\$0.50	\$4.74	\$41.10	\$26.72	\$2.25	\$4.50	\$1.00	\$6.63	
8 Del Norte	\$60.94	\$24.38	\$15.85	\$2.25	\$4.50	\$0.00	\$1.78	\$30.47	\$19.81	\$2.25	\$4.50	\$0.50	\$3.41	\$36.56	\$23.76	\$2.25	\$4.50	\$1.00	\$5.05	
9 El Dorado	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42	
10 Fresno	\$52.93	\$21.17	\$13.76	\$2.25	\$4.50	\$0.00	\$0.66	\$26.47	\$17.21	\$2.25	\$4.50	\$0.50	\$2.01	\$31.76	\$20.64	\$2.25	\$4.50	\$1.00	\$3.37	
11 Glenn	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42	
12 Humboldt	\$60.94	\$24.38	\$15.85	\$2.25	\$4.50	\$0.00	\$1.78	\$30.47	\$19.81	\$2.25	\$4.50	\$0.50	\$3.41	\$36.56	\$23.76	\$2.25	\$4.50	\$1.00	\$5.05	
13 Imperial - 500K+	\$53.91	\$21.56	\$14.01	\$2.25	\$4.50	\$0.00	\$0.80	\$26.96	\$17.52	\$2.25	\$4.50	\$0.50	\$2.19	\$32.35	\$21.03	\$2.25	\$4.50	\$1.00	\$3.57	
14 Imperial - to 500K	\$50.82	\$20.33	\$13.21	\$2.25	\$4.50	\$0.00	\$0.37	\$25.41	\$16.52	\$2.25	\$4.50	\$0.50	\$1.64	\$30.49	\$19.82	\$2.25	\$4.50	\$1.00	\$2.92	
14 Inyo - 50 K+	\$67.30	\$26.92	\$17.50	\$2.25	\$4.50	\$0.00	\$2.67	\$33.65	\$21.87	\$2.25	\$4.50	\$0.50	\$4.53	\$40.38	\$26.25	\$2.25	\$4.50	\$1.00	\$6.38	
14 Inyo - to 50K *	\$33.91	\$15.56	\$8.81	\$2.25	\$4.50	\$0.00	\$0.00	\$18.27	\$11.02	\$2.25	\$4.50	\$0.50	\$0.00	\$20.98	\$13.23	\$2.25	\$4.50	\$1.00	\$0.00	
15 Kern	\$52.19	\$20.88	\$13.57	\$2.25	\$4.50	\$0.00	\$0.56	\$26.10	\$16.97	\$2.25	\$4.50	\$0.50	\$1.88	\$31.31	\$20.35	\$2.25	\$4.50	\$1.00	\$3.21	
16 Kings	\$52.93	\$21.17	\$13.76	\$2.25	\$4.50	\$0.00	\$0.66	\$26.47	\$17.21	\$2.25	\$4.50	\$0.50	\$2.01	\$31.76	\$20.64	\$2.25	\$4.50	\$1.00	\$3.37	
17 Lake	\$60.94	\$24.38	\$15.85	\$2.25	\$4.50	\$0.00	\$1.78	\$30.47	\$19.81	\$2.25	\$4.50	\$0.50	\$3.41	\$36.56	\$23.76	\$2.25	\$4.50	\$1.00	\$5.05	
18 Lassen	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42	
19 Los Angeles	\$62.82	\$25.13	\$16.33	\$2.25	\$4.50	\$0.00	\$2.05	\$31.41	\$20.42	\$2.25	\$4.50	\$0.50	\$3.74	\$37.69	\$24.50	\$2.25	\$4.50	\$1.00	\$5.44	
20 Madera	\$52.93	\$21.17	\$13.76	\$2.25	\$4.50	\$0.00	\$0.66	\$26.47	\$17.21	\$2.25	\$4.50	\$0.50	\$2.01	\$31.76	\$20.64	\$2.25	\$4.50	\$1.00	\$3.37	

\* = Total WECA wage package may be higher.

**Commercial Private Wage  
Effective March 2, 2013 through March 1, 2014**

County	Total Journeyman Package as of March 1, 2013	4th Year 4,801 to 6,400 OJT Hours							5th Year 6,401 to 8,000 OJT Hours					
		4th Year Total Package 70%	Base	Training	H & W	Pension	Add'l Wage or Pension	5th Year Total Package 80%	Base	Training	H & W	Pension	Add'l Wage or Pension	
1 Alameda	\$75.35	\$52.75	\$34.29	\$2.25	\$4.50	\$1.50	\$10.21	\$60.28	\$39.18	\$2.25	\$4.50	\$2.00	\$12.35	
2 Alpine	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47	
3 Amador	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47	
4 Butte	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47	
5 Calaveras	\$58.10	\$40.67	\$26.44	\$2.25	\$4.50	\$1.50	\$5.98	\$46.48	\$30.21	\$2.25	\$4.50	\$2.00	\$7.52	
6 Colusa	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47	
7 Contra Costa	\$68.50	\$47.95	\$31.17	\$2.25	\$4.50	\$1.50	\$8.53	\$54.80	\$35.62	\$2.25	\$4.50	\$2.00	\$10.43	
8 Del Norte	\$60.94	\$42.66	\$27.73	\$2.25	\$4.50	\$1.50	\$6.68	\$48.75	\$31.69	\$2.25	\$4.50	\$2.00	\$8.31	
9 El Dorado	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47	
10 Fresno	\$52.93	\$37.05	\$24.08	\$2.25	\$4.50	\$1.50	\$4.72	\$42.34	\$27.52	\$2.25	\$4.50	\$2.00	\$6.07	
11 Glenn	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47	
12 Humboldt	\$60.94	\$42.66	\$27.73	\$2.25	\$4.50	\$1.50	\$6.68	\$48.75	\$31.69	\$2.25	\$4.50	\$2.00	\$8.31	
13 Imperial - 500K+	\$53.91	\$37.74	\$24.53	\$2.25	\$4.50	\$1.50	\$4.96	\$43.13	\$28.03	\$2.25	\$4.50	\$2.00	\$6.35	
14 Imperial - to 500K	\$50.82	\$35.57	\$23.12	\$2.25	\$4.50	\$1.50	\$4.20	\$40.66	\$26.43	\$2.25	\$4.50	\$2.00	\$5.48	
14 Inyo - 50 K+	\$67.30	\$47.11	\$30.62	\$2.25	\$4.50	\$1.50	\$8.24	\$53.84	\$35.00	\$2.25	\$4.50	\$2.00	\$10.09	
14 Inyo - to 50K *	\$33.91	\$23.74	\$15.43	\$2.25	\$4.50	\$1.50	\$0.06	\$27.13	\$17.63	\$2.25	\$4.50	\$2.00	\$0.75	
15 Kern	\$52.19	\$36.53	\$23.74	\$2.25	\$4.50	\$1.50	\$4.54	\$41.75	\$27.14	\$2.25	\$4.50	\$2.00	\$5.86	
16 Kings	\$52.93	\$37.05	\$24.08	\$2.25	\$4.50	\$1.50	\$4.72	\$42.34	\$27.52	\$2.25	\$4.50	\$2.00	\$6.07	
17 Lake	\$60.94	\$42.66	\$27.73	\$2.25	\$4.50	\$1.50	\$6.68	\$48.75	\$31.69	\$2.25	\$4.50	\$2.00	\$8.31	
18 Lassen	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47	
19 Los Angeles	\$62.82	\$43.97	\$28.58	\$2.25	\$4.50	\$1.50	\$7.14	\$50.26	\$32.67	\$2.25	\$4.50	\$2.00	\$8.84	
20 Madera	\$52.93	\$37.05	\$24.08	\$2.25	\$4.50	\$1.50	\$4.72	\$42.34	\$27.52	\$2.25	\$4.50	\$2.00	\$6.07	

\* = Total WECA wage package may be higher.

**Commercial Private Wage  
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County	Total Journeyman Package as of March 1, 2013	1st Year > 0 to 1,600 OJT Hours							2nd Year 1,601 to 3,200 OJT Hours					3rd Year 3,201 to 4,800 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	3rd Year Total Package 60%	Base	Training	H & W	Pension	Add'l Wage or Pension	
21	Marin	\$60.94	\$24.38	\$15.85	\$2.25	\$4.50	\$0.00	\$1.78	\$30.47	\$19.81	\$2.25	\$4.50	\$0.50	\$3.41	\$36.56	\$23.76	\$2.25	\$4.50	\$1.00	\$5.05
22	Mariposa - Zone A	\$54.01	\$21.60	\$14.04	\$2.25	\$4.50	\$0.00	\$0.81	\$27.01	\$17.56	\$2.25	\$4.50	\$0.50	\$2.20	\$32.41	\$21.07	\$2.25	\$4.50	\$1.00	\$3.59
23	Mendocino	\$60.94	\$24.38	\$15.85	\$2.25	\$4.50	\$0.00	\$1.78	\$30.47	\$19.81	\$2.25	\$4.50	\$0.50	\$3.41	\$36.56	\$23.76	\$2.25	\$4.50	\$1.00	\$5.05
24	Merced - Zone A	\$54.01	\$21.60	\$14.04	\$2.25	\$4.50	\$0.00	\$0.81	\$27.01	\$17.56	\$2.25	\$4.50	\$0.50	\$2.20	\$32.41	\$21.07	\$2.25	\$4.50	\$1.00	\$3.59
25	Modoc *	\$43.72	\$18.12	\$11.37	\$2.25	\$4.50	\$0.00	\$0.00	\$21.86	\$14.21	\$2.25	\$4.50	\$0.50	\$0.40	\$26.23	\$17.05	\$2.25	\$4.50	\$1.00	\$1.43
26	Mono - 50K+	\$67.30	\$26.92	\$17.50	\$2.25	\$4.50	\$0.00	\$2.67	\$33.65	\$21.87	\$2.25	\$4.50	\$0.50	\$4.53	\$40.38	\$26.25	\$2.25	\$4.50	\$1.00	\$6.38
26	Mono - to 50K *	\$33.91	\$15.56	\$8.81	\$2.25	\$4.50	\$0.00	\$0.00	\$18.27	\$11.02	\$2.25	\$4.50	\$0.50	\$0.00	\$20.98	\$13.23	\$2.25	\$4.50	\$1.00	\$0.00
27	Monterey - Zone A	\$64.46	\$25.78	\$16.76	\$2.25	\$4.50	\$0.00	\$2.27	\$32.23	\$20.95	\$2.25	\$4.50	\$0.50	\$4.03	\$38.68	\$25.14	\$2.25	\$4.50	\$1.00	\$5.79
28	Napa	\$65.16	\$26.06	\$16.94	\$2.25	\$4.50	\$0.00	\$2.37	\$32.58	\$21.18	\$2.25	\$4.50	\$0.50	\$4.15	\$39.10	\$25.42	\$2.25	\$4.50	\$1.00	\$5.93
29	Nevada	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42
30	Orange	\$55.34	\$22.14	\$14.39	\$2.25	\$4.50	\$0.00	\$1.00	\$27.67	\$17.99	\$2.25	\$4.50	\$0.50	\$2.43	\$33.20	\$21.58	\$2.25	\$4.50	\$1.00	\$3.87
31	Placer	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42
32	Plumas	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42
33	Riverside	\$55.64	\$22.26	\$14.47	\$2.25	\$4.50	\$0.00	\$1.04	\$27.82	\$18.08	\$2.25	\$4.50	\$0.50	\$2.49	\$33.38	\$21.70	\$2.25	\$4.50	\$1.00	\$3.93
34	Sacramento	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42
35	San Benito - Zone A	\$64.46	\$25.78	\$16.76	\$2.25	\$4.50	\$0.00	\$2.27	\$32.23	\$20.95	\$2.25	\$4.50	\$0.50	\$4.03	\$38.68	\$25.14	\$2.25	\$4.50	\$1.00	\$5.79
36	San Bernardino - Zone A	\$54.78	\$21.91	\$14.24	\$2.25	\$4.50	\$0.00	\$0.92	\$27.39	\$17.80	\$2.25	\$4.50	\$0.50	\$2.34	\$32.87	\$21.37	\$2.25	\$4.50	\$1.00	\$3.75
37	San Diego	\$50.82	\$20.33	\$13.21	\$2.25	\$4.50	\$0.00	\$0.37	\$25.41	\$16.52	\$2.25	\$4.50	\$0.50	\$1.64	\$30.49	\$19.82	\$2.25	\$4.50	\$1.00	\$2.92
38	San Francisco	\$80.47	\$32.19	\$20.92	\$2.25	\$4.50	\$0.00	\$4.52	\$40.24	\$26.16	\$2.25	\$4.50	\$0.50	\$6.83	\$48.28	\$31.38	\$2.25	\$4.50	\$1.00	\$9.15
39	San Joaquin	\$58.10	\$23.24	\$15.11	\$2.25	\$4.50	\$0.00	\$1.38	\$29.05	\$18.88	\$2.25	\$4.50	\$0.50	\$2.92	\$34.86	\$22.66	\$2.25	\$4.50	\$1.00	\$4.45
40	San Luis Obispo	\$55.57	\$22.23	\$14.45	\$2.25	\$4.50	\$0.00	\$1.03	\$27.79	\$18.06	\$2.25	\$4.50	\$0.50	\$2.48	\$33.34	\$21.67	\$2.25	\$4.50	\$1.00	\$3.92
41	San Mateo	\$76.90	\$30.76	\$19.99	\$2.25	\$4.50	\$0.00	\$4.02	\$38.45	\$24.99	\$2.25	\$4.50	\$0.50	\$6.21	\$46.14	\$29.99	\$2.25	\$4.50	\$1.00	\$8.40
42	Santa Barbara	\$58.87	\$23.55	\$15.31	\$2.25	\$4.50	\$0.00	\$1.49	\$29.44	\$19.14	\$2.25	\$4.50	\$0.50	\$3.05	\$35.32	\$22.96	\$2.25	\$4.50	\$1.00	\$4.61
43	Santa Clara	\$80.52	\$32.21	\$20.94	\$2.25	\$4.50	\$0.00	\$4.52	\$40.26	\$26.17	\$2.25	\$4.50	\$0.50	\$6.84	\$48.31	\$31.40	\$2.25	\$4.50	\$1.00	\$9.16
44	Santa Cruz - Zone A	\$64.46	\$25.78	\$16.76	\$2.25	\$4.50	\$0.00	\$2.27	\$32.23	\$20.95	\$2.25	\$4.50	\$0.50	\$4.03	\$38.68	\$25.14	\$2.25	\$4.50	\$1.00	\$5.79

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Effective March 2, 2013 through March 1, 2014**

County	Total Journeyman Package as of March 1, 2013	4th Year 4,801 to 6,400 OJT Hours							5th Year 6,401 to 8,000 OJT Hours					
		4th Year Total Package 70%	Base	Training	H & W	Pension	Add'l Wage or Pension	5th Year Total Package 80%	Base	Training	H & W	Pension	Add'l Wage or Pension	
21	Marin	\$60.94	\$42.66	\$27.73	\$2.25	\$4.50	\$1.50	\$6.68	\$48.75	\$31.69	\$2.25	\$4.50	\$2.00	\$8.31
22	Mariposa - Zone A	\$54.01	\$37.81	\$24.58	\$2.25	\$4.50	\$1.50	\$4.98	\$43.21	\$28.09	\$2.25	\$4.50	\$2.00	\$6.37
23	Mendocino	\$60.94	\$42.66	\$27.73	\$2.25	\$4.50	\$1.50	\$6.68	\$48.75	\$31.69	\$2.25	\$4.50	\$2.00	\$8.31
24	Merced - Zone A	\$54.01	\$37.81	\$24.58	\$2.25	\$4.50	\$1.50	\$4.98	\$43.21	\$28.09	\$2.25	\$4.50	\$2.00	\$6.37
25	Modoc *	\$43.72	\$30.60	\$19.89	\$2.25	\$4.50	\$1.50	\$2.46	\$34.98	\$22.74	\$2.25	\$4.50	\$2.00	\$3.49
26	Mono - 50K+	\$67.30	\$47.11	\$30.62	\$2.25	\$4.50	\$1.50	\$8.24	\$53.84	\$35.00	\$2.25	\$4.50	\$2.00	\$10.09
26	Mono - to 50K *	\$33.91	\$23.74	\$15.43	\$2.25	\$4.50	\$1.50	\$0.06	\$27.13	\$17.63	\$2.25	\$4.50	\$2.00	\$0.75
27	Monterey - Zone A	\$64.46	\$45.12	\$29.33	\$2.25	\$4.50	\$1.50	\$7.54	\$51.57	\$33.52	\$2.25	\$4.50	\$2.00	\$9.30
28	Napa	\$65.16	\$45.61	\$29.65	\$2.25	\$4.50	\$1.50	\$7.71	\$52.13	\$33.88	\$2.25	\$4.50	\$2.00	\$9.50
29	Nevada	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47
30	Orange	\$55.34	\$38.74	\$25.18	\$2.25	\$4.50	\$1.50	\$5.31	\$44.27	\$28.78	\$2.25	\$4.50	\$2.00	\$6.74
31	Placer	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47
32	Plumas	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47
33	Riverside	\$55.64	\$38.95	\$25.32	\$2.25	\$4.50	\$1.50	\$5.38	\$44.51	\$28.93	\$2.25	\$4.50	\$2.00	\$6.83
34	Sacramento	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47
35	San Benito - Zone A	\$64.46	\$45.12	\$29.33	\$2.25	\$4.50	\$1.50	\$7.54	\$51.57	\$33.52	\$2.25	\$4.50	\$2.00	\$9.30
36	San Bernardino - Zone A	\$54.78	\$38.35	\$24.93	\$2.25	\$4.50	\$1.50	\$5.17	\$43.82	\$28.48	\$2.25	\$4.50	\$2.00	\$6.59
37	San Diego	\$50.82	\$35.57	\$23.12	\$2.25	\$4.50	\$1.50	\$4.20	\$40.66	\$26.43	\$2.25	\$4.50	\$2.00	\$5.48
38	San Francisco	\$80.47	\$56.33	\$36.61	\$2.25	\$4.50	\$1.50	\$11.47	\$64.38	\$41.85	\$2.25	\$4.50	\$2.00	\$13.78
39	San Joaquin	\$58.10	\$40.67	\$26.44	\$2.25	\$4.50	\$1.50	\$5.98	\$46.48	\$30.21	\$2.25	\$4.50	\$2.00	\$7.52
40	San Luis Obispo	\$55.57	\$38.90	\$25.29	\$2.25	\$4.50	\$1.50	\$5.36	\$44.46	\$28.90	\$2.25	\$4.50	\$2.00	\$6.81
41	San Mateo	\$76.90	\$53.83	\$34.99	\$2.25	\$4.50	\$1.50	\$10.59	\$61.52	\$39.99	\$2.25	\$4.50	\$2.00	\$12.78
42	Santa Barbara	\$58.87	\$41.21	\$26.79	\$2.25	\$4.50	\$1.50	\$6.17	\$47.10	\$30.62	\$2.25	\$4.50	\$2.00	\$7.73
43	Santa Clara	\$80.52	\$56.36	\$36.63	\$2.25	\$4.50	\$1.50	\$11.48	\$64.42	\$41.87	\$2.25	\$4.50	\$2.00	\$13.80
44	Santa Cruz - Zone A	\$64.46	\$45.12	\$29.33	\$2.25	\$4.50	\$1.50	\$7.54	\$51.57	\$33.52	\$2.25	\$4.50	\$2.00	\$9.30

\* = Total WECA wage package may be higher.

**Commercial Private Wage  
Effective March 2, 2013 through March 1, 2014**

County	Total Journeyman Package as of March 1, 2013	1st Year > 0 to 1,600 OJT Hours							2nd Year 1,601 to 3,200 OJT Hours						3rd Year 3,201 to 4,800 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	3rd Year Total Package 60%	Base	Training	H & W	Pension	Add'l Wage or Pension	
45	Shasta	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42
46	Sierra - West/Water-shed	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42
47	Siskiyou *	\$43.72	\$18.12	\$11.37	\$2.25	\$4.50	\$0.00	\$0.00	\$21.86	\$14.21	\$2.25	\$4.50	\$0.50	\$0.40	\$26.23	\$17.05	\$2.25	\$4.50	\$1.00	\$1.43
48	Solano	\$65.16	\$26.06	\$16.94	\$2.25	\$4.50	\$0.00	\$2.37	\$32.58	\$21.18	\$2.25	\$4.50	\$0.50	\$4.15	\$39.10	\$25.42	\$2.25	\$4.50	\$1.00	\$5.93
49	Sonoma	\$60.94	\$24.38	\$15.85	\$2.25	\$4.50	\$0.00	\$1.78	\$30.47	\$19.81	\$2.25	\$4.50	\$0.50	\$3.41	\$36.56	\$23.76	\$2.25	\$4.50	\$1.00	\$5.05
50	Stanislaus - Zone A	\$54.01	\$21.60	\$14.04	\$2.25	\$4.50	\$0.00	\$0.81	\$27.01	\$17.56	\$2.25	\$4.50	\$0.50	\$2.20	\$32.41	\$21.07	\$2.25	\$4.50	\$1.00	\$3.59
51	Sutter	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42
52	Tehama	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42
53	Trinity	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42
54	Tulare	\$52.93	\$21.17	\$13.76	\$2.25	\$4.50	\$0.00	\$0.66	\$26.47	\$17.21	\$2.25	\$4.50	\$0.50	\$2.01	\$31.76	\$20.64	\$2.25	\$4.50	\$1.00	\$3.37
55	Tuolumne - Zone A	\$54.01	\$21.60	\$14.04	\$2.25	\$4.50	\$0.00	\$0.81	\$27.01	\$17.56	\$2.25	\$4.50	\$0.50	\$2.20	\$32.41	\$21.07	\$2.25	\$4.50	\$1.00	\$3.59
56	Ventura - Zone A	\$56.96	\$22.78	\$14.81	\$2.25	\$4.50	\$0.00	\$1.22	\$28.48	\$18.51	\$2.25	\$4.50	\$0.50	\$2.72	\$34.18	\$22.22	\$2.25	\$4.50	\$1.00	\$4.21
57	Yolo	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42
58	Yuba	\$57.94	\$23.18	\$15.07	\$2.25	\$4.50	\$0.00	\$1.36	\$28.97	\$18.83	\$2.25	\$4.50	\$0.50	\$2.89	\$34.76	\$22.59	\$2.25	\$4.50	\$1.00	\$4.42

\* = Total WECA wage package may be higher.

**Commercial Private Wage  
Effective March 2, 2013 through March 1, 2014**

County	Total Journeyman Package as of March 1, 2013	4th Year 4,801 to 6,400 OJT Hours							5th Year 6,401 to 8,000 OJT Hours					
		4th Year Total Package 70%	Base	Training	H & W	Pension	Add'l Wage or Pension	5th Year Total Package 80%	Base	Training	H & W	Pension	Add'l Wage or Pension	
45 Shasta	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47	
46 Sierra - West/Water-shed	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47	
47 Siskiyou *	\$43.72	\$30.60	\$19.89	\$2.25	\$4.50	\$1.50	\$2.46	\$34.98	\$22.74	\$2.25	\$4.50	\$2.00	\$3.49	
48 Solano	\$65.16	\$45.61	\$29.65	\$2.25	\$4.50	\$1.50	\$7.71	\$52.13	\$33.88	\$2.25	\$4.50	\$2.00	\$9.50	
49 Sonoma	\$60.94	\$42.66	\$27.73	\$2.25	\$4.50	\$1.50	\$6.68	\$48.75	\$31.69	\$2.25	\$4.50	\$2.00	\$8.31	
50 Stanislaus - Zone A	\$54.01	\$37.81	\$24.58	\$2.25	\$4.50	\$1.50	\$4.98	\$43.21	\$28.09	\$2.25	\$4.50	\$2.00	\$6.37	
51 Sutter	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47	
52 Tehama	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47	
53 Trinity	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47	
54 Tulare	\$52.93	\$37.05	\$24.08	\$2.25	\$4.50	\$1.50	\$4.72	\$42.34	\$27.52	\$2.25	\$4.50	\$2.00	\$6.07	
55 Tuolumne - Zone A	\$54.01	\$37.81	\$24.58	\$2.25	\$4.50	\$1.50	\$4.98	\$43.21	\$28.09	\$2.25	\$4.50	\$2.00	\$6.37	
56 Ventura - Zone A	\$56.96	\$39.87	\$25.92	\$2.25	\$4.50	\$1.50	\$5.70	\$45.57	\$29.62	\$2.25	\$4.50	\$2.00	\$7.20	
57 Yolo	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47	
58 Yuba	\$57.94	\$40.56	\$26.36	\$2.25	\$4.50	\$1.50	\$5.95	\$46.35	\$30.13	\$2.25	\$4.50	\$2.00	\$7.47	

\* = Total WECA wage package may be higher.