

## San Francisco Administrative Code Section 21C.9 - Broadcast Services

This chart is submitted to show the prevailing hourly wage rate and fringe benefits for any individual engaged in Broadcast Services on City property under a Contract, Lease, Franchise, Permit, or Agreement. Effective December 18, 2020.

Sports Broadcasts		Employer Payments				Straight-Time	C Overtime		
	Craft	A, B	Basic Hourly Rate	Health & Welfare	Pension	Training	Total Hourly Rate	1.5X	2X
1	Technical Director	\$	72.92	\$ 9.16	\$ 5.00	\$ 0.04	\$ 87.12	\$ 123.58	\$ 160.04
2	Audio Mixer	\$	71.09	\$ 9.16	\$ 4.90	\$ 0.04	\$ 85.19	\$ 120.74	\$ 156.28
3	Audio Assistant	\$	42.29	\$ 9.16	\$ 3.46	\$ 0.04	\$ 54.95	\$ 76.10	\$ 97.24
4	Video Controller	\$	58.51	\$ 9.16	\$ 4.28	\$ 0.04	\$ 71.99	\$ 101.24	\$ 130.50
5	Camera Operator	\$	50.92	\$ 9.16	\$ 3.90	\$ 0.04	\$ 64.02	\$ 89.48	\$ 114.94
6	Handheld Camera	\$	58.55	\$ 9.16	\$ 4.28	\$ 0.04	\$ 72.03	\$ 101.30	\$ 130.58
7	Robotic Camera	\$	56.73	\$ 9.16	\$ 4.19	\$ 0.04	\$ 70.12	\$ 98.48	\$ 126.85
8	Video Tape Recorder	\$	50.92	\$ 9.16	\$ 3.90	\$ 0.04	\$ 64.02	\$ 89.48	\$ 114.94
9	EVS/DDR	\$	65.15	\$ 9.16	\$ 4.61	\$ 0.04	\$ 78.96	\$ 111.53	\$ 144.11
10	Graphics I (Graphics Operator)	\$	55.84	\$ 9.16	\$ 4.14	\$ 0.04	\$ 69.18	\$ 97.10	\$ 125.02
11	Graphics Coordinator	\$	38.98	\$ 9.16	\$ 3.30	\$ 0.04	\$ 51.48	\$ 70.97	\$ 90.46
12	Phone Assistant Director	\$	39.11	\$ 9.16	\$ 3.31	\$ 0.04	\$ 51.62	\$ 71.17	\$ 90.73
13	Tape Assistant Director	\$	44.95	\$ 9.16	\$ 3.60	\$ 0.04	\$ 57.75	\$ 80.22	\$ 102.70
14	Stage Manager	\$	33.00	\$ 9.16	\$ 3.00	\$ 0.04	\$ 45.20	\$ 61.70	\$ 78.20
15	Bug Box	\$	33.00	\$ 9.16	\$ 3.00	\$ 0.04	\$ 45.20	\$ 61.70	\$ 78.20
16	Statistician	\$	28.62	\$ 9.16	\$ 2.78	\$ 0.04	\$ 40.60	\$ 54.91	\$ 69.22
17	Red Hat	\$	33.00	\$ 9.16	\$ 3.00	\$ 0.04	\$ 45.20	\$ 61.70	\$ 78.20
18	Utility Technician	\$	27.78	\$ 9.16	\$ 2.74	\$ 0.04	\$ 39.72	\$ 53.61	\$ 67.50
19	Parab	\$	23.28	\$ 9.16	\$ 2.51	\$ 0.04	\$ 34.99	\$ 46.63	\$ 58.27
20	Runner	\$	17.38	\$ 9.16	\$ 2.22	\$ 0.04	\$ 28.80	\$ 37.49	\$ 46.18

A. Daily Minimum call is 10 hours, including a 1 hour paid meal break at straight time, 8 hours of straight time and 1 hour of overtime at 1.5X Overtime.

B. Meal breaks shall begin within 6 hours of start time; however, if a meal break is not given by the sixth (6th) hour the employee shall be paid at 1.5 times rate for 1 hour.

C. 1.5X overtime rates = (1.5 x basic hourly rate) + Health & Welfare + Pension + Training. 2X overtime rates = (2 x basic hourly rate) + Health & Welfare + Pension + Training. Any hours worked on 7th consecutive day after 10 hours are paid at double time rate. Holiday work is paid at 1.5 times the daily minimum call rate. Holidays not worked are unpaid. Work over the minimum call hours on holidays shall be paid at 2 times the basic hourly rate for all hour worked over the minimum. The holidays are: New Year's Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas. Holidays start at 6pm the day preceding the holiday and last until midnight of the holiday.

### Extras

### Premium Pay

Video paid by additional camera(s)	8th Cam	\$52.31	11th Cam	\$209.24
	9th Cam	\$104.62	12th Cam	\$261.55
	10th Cam	\$156.93	13th Cam	\$313.86
6 CH VTRX2		\$ 74.68	/Day	
ENG		\$ 112.11	/Day	
No Coordinator		\$ 145.12	/Day	
Ultra Mo Cam/VTR	Hand Cam + \$3.43/hr	\$ 54.35	Hourly rate	
RF Cam	Hand Cam + Eng/day	646.8	Day rate	

**San Francisco Administrative Code Section 21C.9 - Broadcast Services Continued**

Corporate / Entertainment		Employer Payments				Straight-Time	C Overtime	
Craft	A, B	Basic Hourly Rate	Health and Welfare	Pension	Training	Total Hourly Rate	1.5X	2X
1	Technical Director	\$ 89.92	\$ 9.16	\$ 5.85	\$ 0.04	\$ 104.97	\$ 149.93	\$ 194.89
2	Audio Mixer A-1	\$ 87.74	\$ 9.16	\$ 5.74	\$ 0.04	\$ 102.68	\$ 146.55	\$ 190.42
3	Audio Assistant A-2	\$ 57.49	\$ 9.16	\$ 4.22	\$ 0.04	\$ 70.91	\$ 99.66	\$ 128.40
4	Video Controller	\$ 74.95	\$ 9.16	\$ 5.10	\$ 0.04	\$ 89.25	\$ 126.72	\$ 164.20
5	Camera Operator	\$ 67.44	\$ 9.16	\$ 4.72	\$ 0.04	\$ 81.36	\$ 115.08	\$ 148.80
6	Handheld Camera	\$ 76.98	\$ 9.16	\$ 5.20	\$ 0.04	\$ 91.38	\$ 129.87	\$ 168.36
7	Robotic Camera	\$ 70.37	\$ 9.16	\$ 4.87	\$ 0.04	\$ 84.44	\$ 119.62	\$ 154.81
8	Video Tape Recorder	\$ 67.49	\$ 9.16	\$ 4.72	\$ 0.04	\$ 81.41	\$ 115.16	\$ 148.90
9	EVS/DDR	\$ 74.95	\$ 9.16	\$ 5.10	\$ 0.04	\$ 89.25	\$ 126.72	\$ 164.20
10	Graphics I (Graphics Operator)	\$ 74.95	\$ 9.16	\$ 5.10	\$ 0.04	\$ 89.25	\$ 126.72	\$ 164.20
11	Graphics Coordinator	\$ 52.45	\$ 9.16	\$ 3.97	\$ 0.04	\$ 65.62	\$ 91.85	\$ 118.07
12	Phone Assistant Director	\$ 44.95	\$ 9.16	\$ 3.60	\$ 0.04	\$ 57.75	\$ 80.22	\$ 102.70
13	Tape Assistant Director	\$ 74.95	\$ 9.16	\$ 5.10	\$ 0.04	\$ 89.25	\$ 126.72	\$ 164.20
14	Stage Manager	\$ 52.45	\$ 9.16	\$ 3.97	\$ 0.04	\$ 65.62	\$ 91.85	\$ 118.07
15	Graphic II	\$ 40.92	\$ 9.16	\$ 3.40	\$ 0.04	\$ 53.52	\$ 73.98	\$ 94.44
16	Statistician	\$ 35.48	\$ 9.16	\$ 3.12	\$ 0.04	\$ 47.80	\$ 65.54	\$ 83.28
17	Red Hat	\$ 40.92	\$ 9.16	\$ 3.40	\$ 0.04	\$ 53.52	\$ 73.98	\$ 94.44
18	Utility Technician	\$ 34.49	\$ 9.16	\$ 3.07	\$ 0.04	\$ 46.76	\$ 64.01	\$ 81.25
19	Parab	\$ 28.80	\$ 9.16	\$ 2.79	\$ 0.04	\$ 40.79	\$ 55.19	\$ 69.59
20	Runner	\$ 22.49	\$ 9.16	\$ 2.47	\$ 0.04	\$ 34.16	\$ 45.41	\$ 56.65

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These tables are based on the Collective Bargaining Agreement between KELLEYCORE d/b/a SAMMCO and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists, and Allied Crafts of the United States, Its Territories and Canada, AFL-CIO, CLC and its Local 119 / Bay Area Freelance Association, in effect for signatories from April 1, 2017 to March 31, 2020.