

## San Francisco Administrative Code Section 21C.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. Effective December 18, 2020.

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 for Security Officer 4)	Hours	Total Hourly Rate	1.5 X	2 X
Security Officer 1 start 1.1.2021 or after	\$ 16.70	\$ 3.66	\$ -	8	\$ 20.36	\$ 28.71	\$ 37.06
Security Officer 2 start 1.1.2020 or after	\$ 16.65	\$ 3.66	\$ 0.32	8	\$ 20.63	\$ 28.96	\$ 37.28
Security Officer 3 start 1.1.2019 or after	\$ 16.70	\$ 3.66	\$ 0.32	8	\$ 20.68	\$ 29.03	\$ 37.38
Security Officer 4 start 1.1.2018 or after	\$ 16.85	\$ 3.66	\$ 0.65	8	\$ 21.16	\$ 29.59	\$ 38.01
Security Officer 5 start date 12.31.2017 or prior	\$ 17.05	\$ 3.66	\$ 0.66	8	\$ 21.37	\$ 29.90	\$ 38.42

### Footnotes

A. Security Officer progression rates depends on start date. No work performed on a named holiday is paid at 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 time the basic hourly rate. The named holidays are New Year's Day, July 4th, 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 \$3.66, capped at \$632.51 monthly; employee + 1 Dependent = \$6.62, capped at \$1,145.27 monthly; employee + 2 or more Dependents = \$9.54, capped at \$1,649.56 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 1	\$ -	\$ -	\$ -	\$ -
Security Officer 2	\$ -	\$ -	\$ -	\$ -
Security Officer 3	\$ -	\$ -	\$ -	\$ -
Security Officer 4	\$ 0.32	\$ 0.65	\$ 0.97	\$ 1.30
Security Officer 5	\$ 0.33	\$ 0.66	\$ 0.98	\$ 1.31

D. 1.5X Overtime rates = (1.5 x basic hourly rate) + health and welfare + vacation. 2X Overtime rates = (2 x basic hourly rate) + health and welfare + vacation.

The table is based on the Collective Bargaining Agreement between Allied Universal Security Services, G4S Secure Solutions (USA) Inc., Securitas Security Services USA, Inc., U.S. Security Associates, Cypress Security, Professional Technical Security Services, Inc., and ProGuard Private Security and Services Employees International Union, United Services Workers West in effect for signatories from August 5, 2017 through June 30, 2021.