Rates Are Pending Approved by the Board of Supervisors

San Francisco Administrative Code Section 21C.11 - Security Employees

Rates through 12/31/2020. See attached tables for subsequent rates.

This chart is submitted to show 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. The information 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 from August 5, 2017 through June 30, 2021.

Classification	A Basic Hourly Rate	B Health & Welfare	C Vacation (Varies. Shown at 5 years)	STRAIGHT-TIME Hours	Total Hourly Rate	D OVERTIME 1.5 X	2 X
Security Officer 1 start 1.1.2020 or after	$ 16.25	$ 4.16	$ -	8	$ 20.41	$ 28.54	$ 36.66
Security Officer 2 start 1.1.2019 or after	$ 16.30	$ 4.16	$ 0.31	8	$ 20.77	$ 28.92	$ 37.07
Security Officer 3 start 1.1.2018 or after	$ 16.45	$ 4.16	$ 0.32	8	$ 20.93	$ 29.16	$ 37.38
Security Officer 4 start 12.31.2017 or prior	$ 16.65	$ 4.16	$ 0.64	8	$ 21.45	$ 29.78	$ 38.10

Footnotes

A. Security Officer progression rate depends on start date. No work peformed on a named holiday is paid at straight time. Worked performed on a named holiday is paid at the 1.5X Overtime rate. Work performed on a named holiday in excess of 8 hours will be paid at the 2X Overtime 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. Single employee contributions begin at 90 days of service; dependent benefits begin at 3 years. Calculated hourly amounts are: employee only $4.16, capped at $721.05 monthly; employee + 1 = $7.59, capped at $1,315.58 monthly; employee + 2 or more = $10.46, capped at $1,813.03 monthly.

C. Upon completion of 1 year of continuous service and 1600 hours, vacation is paid at the rates below. 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	$ 0.31	$ -	$ -	$ -
Security Officer 3	$ 0.32	$ -	$ -	$ -
Security Officer 4	$ -	$ 0.64	$ 0.96	$ 1.28

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.

Please contact Robin Ho from the Office of Labor Standards Enforcement at 415-554-6169 or email Robin.Ho@sfgov.org if you have any questions.