

**Commercial Private Wage
Effective March 2, 2008 through March 1, 2009**

County	Total Journeyman Package as of March 1, 2008	1st Year > 0 to 1,600 OJT Hours								2nd Year 1,601 to 3,200 OJT Hours					
		1st Year Total Package 40%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension	2nd Year Total Package 50%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension
1 Alameda	\$65.23	\$26.09	\$16.96	\$9.13	\$2.25	\$3.75	\$0.00	\$3.13	\$32.62	\$21.20	\$11.42	\$2.25	\$3.75	\$0.50	\$4.92
2 Alpine	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
3 Amador	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
4 Butte	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
5 Calaveras	\$54.52	\$21.81	\$14.18	\$7.63	\$2.25	\$3.75	\$0.00	\$1.63	\$27.26	\$17.72	\$9.54	\$2.25	\$3.75	\$0.50	\$3.04
6 Colusa	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
7 Contra Costa	\$60.71	\$24.28	\$15.78	\$8.50	\$2.25	\$3.75	\$0.00	\$2.50	\$30.36	\$19.73	\$10.63	\$2.25	\$3.75	\$0.50	\$4.13
8 Del Norte	\$46.18	\$18.47	\$12.01	\$6.46	\$2.25	\$3.75	\$0.00	\$0.46	\$23.09	\$15.01	\$8.08	\$2.25	\$3.75	\$0.50	\$1.58
9 El Dorado	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
10 Fresno	\$45.18	\$18.07	\$11.75	\$6.32	\$2.25	\$3.75	\$0.00	\$0.32	\$22.59	\$14.68	\$7.91	\$2.25	\$3.75	\$0.50	\$1.41
11 Glenn	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
12 Humboldt	\$46.18	\$18.47	\$12.01	\$6.46	\$2.25	\$3.75	\$0.00	\$0.46	\$23.09	\$15.01	\$8.08	\$2.25	\$3.75	\$0.50	\$1.58
13 Imperial - to 500K	\$46.58	\$18.63	\$12.11	\$6.52	\$2.25	\$3.75	\$0.00	\$0.52	\$23.29	\$15.14	\$8.15	\$2.25	\$3.75	\$0.50	\$1.65
13 Imperial - 500K+	\$49.67	\$19.87	\$12.92	\$6.95	\$2.25	\$3.75	\$0.00	\$0.95	\$24.84	\$16.15	\$8.69	\$2.25	\$3.75	\$0.50	\$2.19
14 Inyo - to 50K	\$31.66	13.48 (*)	\$8.76	\$6.00	\$2.25	\$3.75	\$0.00	\$0.00	\$15.83	\$10.29	\$6.50	\$2.25	\$3.75	\$0.50	\$0.00
14 Inyo - 50 K+	\$58.05	\$23.22	\$15.09	\$8.13	\$2.25	\$3.75	\$0.00	\$2.13	\$29.03	\$18.87	\$10.16	\$2.25	\$3.75	\$0.50	\$3.66
15 Kern	\$44.52	\$17.81	\$11.58	\$6.23	\$2.25	\$3.75	\$0.00	\$0.23	\$22.26	\$14.47	\$7.79	\$2.25	\$3.75	\$0.50	\$1.29
16 Kings	\$45.18	\$18.07	\$11.75	\$6.32	\$2.25	\$3.75	\$0.00	\$0.32	\$22.59	\$14.68	\$7.91	\$2.25	\$3.75	\$0.50	\$1.41
17 Lake	\$54.52	\$21.81	\$14.18	\$7.63	\$2.25	\$3.75	\$0.00	\$1.63	\$27.26	\$17.72	\$9.54	\$2.25	\$3.75	\$0.50	\$3.04
18 Lassen	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
19 Los Angeles	\$52.33	\$20.93	\$13.60	\$7.33	\$2.25	\$3.75	\$0.00	\$1.33	\$26.17	\$17.01	\$9.16	\$2.25	\$3.75	\$0.50	\$2.66
20 Madera	\$45.18	\$18.07	\$11.75	\$6.32	\$2.25	\$3.75	\$0.00	\$0.32	\$22.59	\$14.68	\$7.91	\$2.25	\$3.75	\$0.50	\$1.41
21 Marin	\$54.52	\$21.81	\$14.18	\$7.63	\$2.25	\$3.75	\$0.00	\$1.63	\$27.26	\$17.72	\$9.54	\$2.25	\$3.75	\$0.50	\$3.04
22 Mariposa	\$51.40	\$20.56	\$13.36	\$7.20	\$2.25	\$3.75	\$0.00	\$1.20	\$25.70	\$16.71	\$8.99	\$2.25	\$3.75	\$0.50	\$2.49
23 Mendocino	\$54.52	\$21.81	\$14.18	\$7.63	\$2.25	\$3.75	\$0.00	\$1.63	\$27.26	\$17.72	\$9.54	\$2.25	\$3.75	\$0.50	\$3.04
24 Merced - Zone A	\$51.40	\$20.56	\$13.36	\$7.20	\$2.25	\$3.75	\$0.00	\$1.20	\$25.70	\$16.71	\$8.99	\$2.25	\$3.75	\$0.50	\$2.49
25 Modoc	\$35.96	\$14.38	\$9.35	\$6.00	\$2.25	\$3.75	\$0.00	\$0.00	\$17.98	\$11.69	\$6.29	\$2.25	\$3.75	\$0.50	\$0.00
26 Mono - to 50K	\$31.66	13.48 (*)	\$8.76	\$6.00	\$2.25	\$3.75	\$0.00	\$0.00	\$15.83	\$10.29	\$6.50	\$2.25	\$3.75	\$0.50	\$0.00

**Commercial Private Wage
Effective March 2, 2008 through March 1, 2009**

County	Total Journeyman Package as of March 1, 2008	3rd Year 3,201 to 4,800 OJT Hours								4th Year 4,801 to 6,400 OJT Hours					
		3rd Year Total Package 60%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension	4th Year Total Package 70%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension
1 Alameda	\$65.23	\$39.14	\$25.44	\$13.70	\$2.25	\$3.75	\$1.00	\$6.70	\$45.66	\$29.68	\$15.98	\$2.25	\$3.75	\$1.50	\$8.48
2 Alpine	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
3 Amador	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
4 Butte	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
5 Calaveras	\$54.52	\$32.71	\$21.26	\$11.45	\$2.25	\$3.75	\$1.00	\$4.45	\$38.16	\$24.80	\$13.36	\$2.25	\$3.75	\$1.50	\$5.86
6 Colusa	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
7 Contra Costa	\$60.71	\$36.43	\$23.68	\$12.75	\$2.25	\$3.75	\$1.00	\$5.75	\$42.50	\$27.63	\$14.87	\$2.25	\$3.75	\$1.50	\$7.37
8 Del Norte	\$46.18	\$27.71	\$18.01	\$9.70	\$2.25	\$3.75	\$1.00	\$2.70	\$32.33	\$21.01	\$11.32	\$2.25	\$3.75	\$1.50	\$3.82
9 El Dorado	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
10 Fresno	\$45.18	\$27.11	\$17.62	\$9.49	\$2.25	\$3.75	\$1.00	\$2.49	\$31.63	\$20.56	\$11.07	\$2.25	\$3.75	\$1.50	\$3.57
11 Glenn	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
12 Humboldt	\$46.18	\$27.71	\$18.01	\$9.70	\$2.25	\$3.75	\$1.00	\$2.70	\$32.33	\$21.01	\$11.32	\$2.25	\$3.75	\$1.50	\$3.82
13 Imperial - to 500K	\$46.58	\$27.95	\$18.17	\$9.78	\$2.25	\$3.75	\$1.00	\$2.78	\$32.61	\$21.20	\$11.41	\$2.25	\$3.75	\$1.50	\$3.91
13 Imperial - 500K+	\$49.67	\$29.80	\$19.37	\$10.43	\$2.25	\$3.75	\$1.00	\$3.43	\$34.77	\$22.60	\$12.17	\$2.25	\$3.75	\$1.50	\$4.67
14 Inyo - to 50K	\$31.66	\$19.00	\$12.35	\$6.65	\$2.25	\$3.75	\$1.00	\$0.00	\$22.16	\$14.40	\$7.76	\$2.25	\$3.75	\$1.50	\$0.26
14 Inyo - 50 K+	\$58.05	\$34.83	\$22.64	\$12.19	\$2.25	\$3.75	\$1.00	\$5.19	\$40.64	\$26.42	\$14.22	\$2.25	\$3.75	\$1.50	\$6.72
15 Kern	\$44.52	\$26.71	\$17.36	\$9.35	\$2.25	\$3.75	\$1.00	\$2.35	\$31.16	\$20.25	\$10.91	\$2.25	\$3.75	\$1.50	\$3.41
16 Kings	\$45.18	\$27.11	\$17.62	\$9.49	\$2.25	\$3.75	\$1.00	\$2.49	\$31.63	\$20.56	\$11.07	\$2.25	\$3.75	\$1.50	\$3.57
17 Lake	\$54.52	\$32.71	\$21.26	\$11.45	\$2.25	\$3.75	\$1.00	\$4.45	\$38.16	\$24.80	\$13.36	\$2.25	\$3.75	\$1.50	\$5.86
18 Lassen	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
19 Los Angeles	\$52.33	\$31.40	\$20.41	\$10.99	\$2.25	\$3.75	\$1.00	\$3.99	\$36.63	\$23.81	\$12.82	\$2.25	\$3.75	\$1.50	\$5.32
20 Madera	\$45.18	\$27.11	\$17.62	\$9.49	\$2.25	\$3.75	\$1.00	\$2.49	\$31.63	\$20.56	\$11.07	\$2.25	\$3.75	\$1.50	\$3.57
21 Marin	\$54.52	\$32.71	\$21.26	\$11.45	\$2.25	\$3.75	\$1.00	\$4.45	\$38.16	\$24.80	\$13.36	\$2.25	\$3.75	\$1.50	\$5.86
22 Mariposa	\$51.40	\$30.84	\$20.05	\$10.79	\$2.25	\$3.75	\$1.00	\$3.79	\$35.98	\$23.39	\$12.59	\$2.25	\$3.75	\$1.50	\$5.09
23 Mendocino	\$54.52	\$32.71	\$21.26	\$11.45	\$2.25	\$3.75	\$1.00	\$4.45	\$38.16	\$24.80	\$13.36	\$2.25	\$3.75	\$1.50	\$5.86
24 Merced - Zone A	\$51.40	\$30.84	\$20.05	\$10.79	\$2.25	\$3.75	\$1.00	\$3.79	\$35.98	\$23.39	\$12.59	\$2.25	\$3.75	\$1.50	\$5.09
25 Modoc	\$35.96	\$21.58	\$14.03	\$7.55	\$2.25	\$3.75	\$1.00	\$0.55	\$25.17	\$16.36	\$8.81	\$2.25	\$3.75	\$1.50	\$1.31
26 Mono - to 50K	\$31.66	\$19.00	\$12.35	\$6.65	\$2.25	\$3.75	\$1.00	\$0.00	\$22.16	\$14.40	\$7.76	\$2.25	\$3.75	\$1.50	\$0.26

**Commercial Private Wage
Effective March 2, 2008 through March 1, 2009**

County	Total Journeyman Package as of March 1, 2008	5th Year 6,401 to 8,000 OJT Hours							
		5th Year Total Package 80%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension	
1 Alameda	\$65.23	\$52.18	\$33.92	\$18.26	\$2.25	\$3.75	\$2.00	\$10.26	
2 Alpine	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71	
3 Amador	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71	
4 Butte	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71	
5 Calaveras	\$54.52	\$43.62	\$28.35	\$15.27	\$2.25	\$3.75	\$2.00	\$7.27	
6 Colusa	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71	
7 Contra Costa	\$60.71	\$48.57	\$31.57	\$17.00	\$2.25	\$3.75	\$2.00	\$9.00	
8 Del Norte	\$46.18	\$36.94	\$24.01	\$12.93	\$2.25	\$3.75	\$2.00	\$4.93	
9 El Dorado	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71	
10 Fresno	\$45.18	\$36.14	\$23.49	\$12.65	\$2.25	\$3.75	\$2.00	\$4.65	
11 Glenn	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71	
12 Humbolt	\$46.18	\$36.94	\$24.01	\$12.93	\$2.25	\$3.75	\$2.00	\$4.93	
13 Imperial - to 500K	\$46.58	\$37.26	\$24.22	\$13.04	\$2.25	\$3.75	\$2.00	\$5.04	
13 Imperial - 500K+	\$49.67	\$39.74	\$25.83	\$13.91	\$2.25	\$3.75	\$2.00	\$5.91	
14 Inyo - to 50K	\$31.66	\$25.33	\$16.46	\$8.87	\$2.25	\$3.75	\$2.00	\$0.87	
14 Inyo - 50 K+	\$58.05	\$46.44	\$30.19	\$16.25	\$2.25	\$3.75	\$2.00	\$8.25	
15 Kern	\$44.52	\$35.62	\$23.15	\$12.47	\$2.25	\$3.75	\$2.00	\$4.47	
16 Kings	\$45.18	\$36.14	\$23.49	\$12.65	\$2.25	\$3.75	\$2.00	\$4.65	
17 Lake	\$54.52	\$43.62	\$28.35	\$15.27	\$2.25	\$3.75	\$2.00	\$7.27	
18 Lassen	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71	
19 Los Angeles	\$52.33	\$41.86	\$27.21	\$14.65	\$2.25	\$3.75	\$2.00	\$6.65	
20 Madera	\$45.18	\$36.14	\$23.49	\$12.65	\$2.25	\$3.75	\$2.00	\$4.65	
21 Marin	\$54.52	\$43.62	\$28.35	\$15.27	\$2.25	\$3.75	\$2.00	\$7.27	
22 Mariposa	\$51.40	\$41.12	\$26.73	\$14.39	\$2.25	\$3.75	\$2.00	\$6.39	
23 Mendocino	\$54.52	\$43.62	\$28.35	\$15.27	\$2.25	\$3.75	\$2.00	\$7.27	
24 Merced - Zone A	\$51.40	\$41.12	\$26.73	\$14.39	\$2.25	\$3.75	\$2.00	\$6.39	
25 Modoc	\$35.96	\$28.77	\$18.70	\$10.07	\$2.25	\$3.75	\$2.00	\$2.07	
26 Mono - to 50K	\$31.66	\$25.33	\$16.46	\$8.87	\$2.25	\$3.75	\$2.00	\$0.87	

**Commercial Private Wage
Effective March 2, 2008 through March 1, 2009**

County	Total Journeyman Package as of March 1, 2008	1st Year > 0 to 1,600 OJT Hours								2nd Year 1,601 to 3,200 OJT Hours						
		1st Year Total Package 40%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension	2nd Year Total Package 50%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension	
26	Mono - 50K+	\$58.05	\$23.22	\$15.09	\$8.13	\$2.25	\$3.75	\$0.00	\$2.13	\$29.03	\$18.87	\$10.16	\$2.25	\$3.75	\$0.50	\$3.66
27	Monterey - Zone 1	\$56.79	\$22.72	\$14.77	\$7.95	\$2.25	\$3.75	\$0.00	\$1.95	\$28.40	\$18.46	\$9.94	\$2.25	\$3.75	\$0.50	\$3.44
28	Napa	\$56.94	\$22.78	\$14.81	\$7.97	\$2.25	\$3.75	\$0.00	\$1.97	\$28.47	\$18.51	\$9.96	\$2.25	\$3.75	\$0.50	\$3.46
29	Nevada	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
30	Orange	\$49.56	\$19.82	\$12.88	\$6.94	\$2.25	\$3.75	\$0.00	\$0.94	\$24.78	\$16.11	\$8.67	\$2.25	\$3.75	\$0.50	\$2.17
31	Placer	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
32	Plumas	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
33	Riverside	\$49.04	\$19.62	\$12.75	\$6.87	\$2.25	\$3.75	\$0.00	\$0.87	\$24.52	\$15.94	\$8.58	\$2.25	\$3.75	\$0.50	\$2.08
34	Sacramento	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
35	San Benito - Zone 1	\$56.79	\$22.72	\$14.77	\$7.95	\$2.25	\$3.75	\$0.00	\$1.95	\$28.40	\$18.46	\$9.94	\$2.25	\$3.75	\$0.50	\$3.44
36	San Bernardino - Zone A	\$48.65	\$19.46	\$12.65	\$6.81	\$2.25	\$3.75	\$0.00	\$0.81	\$24.33	\$15.81	\$8.52	\$2.25	\$3.75	\$0.50	\$2.02
37	San Diego	\$46.58	\$18.63	\$12.11	\$6.52	\$2.25	\$3.75	\$0.00	\$0.52	\$23.29	\$15.14	\$8.15	\$2.25	\$3.75	\$0.50	\$1.65
38	San Francisco	\$70.99	\$28.40	\$18.46	\$9.94	\$2.25	\$3.75	\$0.00	\$3.94	\$35.50	\$23.08	\$12.42	\$2.25	\$3.75	\$0.50	\$5.92
39	San Joaquin	\$54.52	\$21.81	\$14.18	\$7.63	\$2.25	\$3.75	\$0.00	\$1.63	\$27.26	\$17.72	\$9.54	\$2.25	\$3.75	\$0.50	\$3.04
40	San Luis Obispo	\$46.50	\$18.60	\$12.09	\$6.51	\$2.25	\$3.75	\$0.00	\$0.51	\$23.25	\$15.11	\$8.14	\$2.25	\$3.75	\$0.50	\$1.64
41	San Mateo	\$62.21	\$24.88	\$16.17	\$8.71	\$2.25	\$3.75	\$0.00	\$2.71	\$31.11	\$20.22	\$10.89	\$2.25	\$3.75	\$0.50	\$4.39
42	Santa Barbara	\$51.28	\$20.51	\$13.33	\$7.18	\$2.25	\$3.75	\$0.00	\$1.18	\$25.64	\$16.67	\$8.97	\$2.25	\$3.75	\$0.50	\$2.47
43	Santa Clara	\$64.47	\$25.79	\$16.76	\$9.03	\$2.25	\$3.75	\$0.00	\$3.03	\$32.24	\$20.96	\$11.28	\$2.25	\$3.75	\$0.50	\$4.78
44	Santa Cruz - Zone 1	\$56.79	\$22.72	\$14.77	\$7.95	\$2.25	\$3.75	\$0.00	\$1.95	\$28.40	\$18.46	\$9.94	\$2.25	\$3.75	\$0.50	\$3.44
45	Shasta	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
46	Sierra - East/Water-shed	\$33.11	13.86 (*)	\$9.01	\$6.00	\$2.25	\$3.75	\$0.00	\$0.00	\$16.56	\$10.76	\$5.80	\$2.25	\$3.75	\$0.50	\$0.00
46	Sierra - West/Water-shed	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
47	Siskiyou	\$35.96	\$14.60	\$9.49	\$5.25	\$2.25	\$3.75	\$0.00	\$0.00	\$17.98	\$11.69	\$6.29	\$2.25	\$3.75	\$0.50	\$0.00
48	Solano	\$56.94	\$22.78	\$14.81	\$7.97	\$2.25	\$3.75	\$0.00	\$1.97	\$28.47	\$18.51	\$9.96	\$2.25	\$3.75	\$0.50	\$3.46
49	Sonoma	\$54.52	\$21.81	\$14.18	\$7.63	\$2.25	\$3.75	\$0.00	\$1.63	\$27.26	\$17.72	\$9.54	\$2.25	\$3.75	\$0.50	\$3.04

**Commercial Private Wage
Effective March 2, 2008 through March 1, 2009**

County	Total Journeyman Package as of March 1, 2008	3rd Year 3,201 to 4,800 OJT Hours								4th Year 4,801 to 6,400 OJT Hours						
		3rd Year Total Package 60%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension	4th Year Total Package 70%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension	
26	Mono - 50K+	\$58.05	\$34.83	\$22.64	\$12.19	\$2.25	\$3.75	\$1.00	\$5.19	\$40.64	\$26.42	\$14.22	\$2.25	\$3.75	\$1.50	\$6.72
27	Monterey - Zone 1	\$56.79	\$34.07	\$22.15	\$11.92	\$2.25	\$3.75	\$1.00	\$4.92	\$39.75	\$25.84	\$13.91	\$2.25	\$3.75	\$1.50	\$6.41
28	Napa	\$56.94	\$34.16	\$22.20	\$11.96	\$2.25	\$3.75	\$1.00	\$4.96	\$39.86	\$25.91	\$13.95	\$2.25	\$3.75	\$1.50	\$6.45
29	Nevada	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
30	Orange	\$49.56	\$29.74	\$19.33	\$10.41	\$2.25	\$3.75	\$1.00	\$3.41	\$34.69	\$22.55	\$12.14	\$2.25	\$3.75	\$1.50	\$4.64
31	Placer	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
32	Plumas	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
33	Riverside	\$49.04	\$29.42	\$19.12	\$10.30	\$2.25	\$3.75	\$1.00	\$3.30	\$34.33	\$22.31	\$12.02	\$2.25	\$3.75	\$1.50	\$4.52
34	Sacramento	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
35	San Benito - Zone 1	\$56.79	\$34.07	\$22.15	\$11.92	\$2.25	\$3.75	\$1.00	\$4.92	\$39.75	\$25.84	\$13.91	\$2.25	\$3.75	\$1.50	\$6.41
36	San Bernardino - Zone A	\$48.65	\$29.19	\$18.97	\$10.22	\$2.25	\$3.75	\$1.00	\$3.22	\$34.06	\$22.14	\$11.92	\$2.25	\$3.75	\$1.50	\$4.42
37	San Diego	\$46.58	\$27.95	\$18.17	\$9.78	\$2.25	\$3.75	\$1.00	\$2.78	\$32.61	\$21.20	\$11.41	\$2.25	\$3.75	\$1.50	\$3.91
38	San Francisco	\$70.99	\$42.59	\$27.68	\$14.91	\$2.25	\$3.75	\$1.00	\$7.91	\$49.69	\$32.30	\$17.39	\$2.25	\$3.75	\$1.50	\$9.89
39	San Joaquin	\$54.52	\$32.71	\$21.26	\$11.45	\$2.25	\$3.75	\$1.00	\$4.45	\$38.16	\$24.80	\$13.36	\$2.25	\$3.75	\$1.50	\$5.86
40	San Luis Obispo	\$46.50	\$27.90	\$18.14	\$9.76	\$2.25	\$3.75	\$1.00	\$2.76	\$32.55	\$21.16	\$11.39	\$2.25	\$3.75	\$1.50	\$3.89
41	San Mateo	\$62.21	\$37.33	\$24.26	\$13.07	\$2.25	\$3.75	\$1.00	\$6.07	\$43.55	\$28.31	\$15.24	\$2.25	\$3.75	\$1.50	\$7.74
42	Santa Barbara	\$51.28	\$30.77	\$20.00	\$10.77	\$2.25	\$3.75	\$1.00	\$3.77	\$35.90	\$23.34	\$12.56	\$2.25	\$3.75	\$1.50	\$5.06
43	Santa Clara	\$64.47	\$38.68	\$25.14	\$13.54	\$2.25	\$3.75	\$1.00	\$6.54	\$45.13	\$29.33	\$15.80	\$2.25	\$3.75	\$1.50	\$8.30
44	Santa Cruz - Zone 1	\$56.79	\$34.07	\$22.15	\$11.92	\$2.25	\$3.75	\$1.00	\$4.92	\$39.75	\$25.84	\$13.91	\$2.25	\$3.75	\$1.50	\$6.41
45	Shasta	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
46	Sierra - East/Water-shed	\$33.11	\$19.87	\$12.92	\$6.95	\$2.25	\$3.75	\$1.00	\$0.00	\$23.18	\$15.07	\$8.11	\$2.25	\$3.75	\$1.50	\$0.61
46	Sierra - West/Water-shed	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
47	Siskiyou	\$35.96	\$21.58	\$14.03	\$7.55	\$2.25	\$3.75	\$1.00	\$0.55	\$25.17	\$16.36	\$8.81	\$2.25	\$3.75	\$1.50	\$1.31
48	Solano	\$56.94	\$34.16	\$22.20	\$11.96	\$2.25	\$3.75	\$1.00	\$4.96	\$39.86	\$25.91	\$13.95	\$2.25	\$3.75	\$1.50	\$6.45
49	Sonoma	\$54.52	\$32.71	\$21.26	\$11.45	\$2.25	\$3.75	\$1.00	\$4.45	\$38.16	\$24.80	\$13.36	\$2.25	\$3.75	\$1.50	\$5.86

**Commercial Private Wage
Effective March 2, 2008 through March 1, 2009**

County	Total Journeyman Package as of March 1, 2008	5th Year 6,401 to 8,000 OJT Hours							
		5th Year Total Package 80%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension	
26	Mono - 50K+	\$58.05	\$46.44	\$30.19	\$16.25	\$2.25	\$3.75	\$2.00	\$8.25
27	Monterey - Zone 1	\$56.79	\$45.43	\$29.53	\$15.90	\$2.25	\$3.75	\$2.00	\$7.90
28	Napa	\$56.94	\$45.55	\$29.61	\$15.94	\$2.25	\$3.75	\$2.00	\$7.94
29	Nevada	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71
30	Orange	\$49.56	\$39.65	\$25.77	\$13.88	\$2.25	\$3.75	\$2.00	\$5.88
31	Placer	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71
32	Plumas	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71
33	Riverside	\$49.04	\$39.23	\$25.50	\$13.73	\$2.25	\$3.75	\$2.00	\$5.73
34	Sacramento	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71
35	San Benito - Zone 1	\$56.79	\$45.43	\$29.53	\$15.90	\$2.25	\$3.75	\$2.00	\$7.90
36	San Bernardino - Zone A	\$48.65	\$38.92	\$25.30	\$13.62	\$2.25	\$3.75	\$2.00	\$5.62
37	San Diego	\$46.58	\$37.26	\$24.22	\$13.04	\$2.25	\$3.75	\$2.00	\$5.04
38	San Francisco	\$70.99	\$56.79	\$36.91	\$19.88	\$2.25	\$3.75	\$2.00	\$11.88
39	San Joaquin	\$54.52	\$43.62	\$28.35	\$15.27	\$2.25	\$3.75	\$2.00	\$7.27
40	San Luis Obispo	\$46.50	\$37.20	\$24.18	\$13.02	\$2.25	\$3.75	\$2.00	\$5.02
41	San Mateo	\$62.21	\$49.77	\$32.35	\$17.42	\$2.25	\$3.75	\$2.00	\$9.42
42	Santa Barbara	\$51.28	\$41.02	\$26.66	\$14.36	\$2.25	\$3.75	\$2.00	\$6.36
43	Santa Clara	\$64.47	\$51.58	\$33.53	\$18.05	\$2.25	\$3.75	\$2.00	\$10.05
44	Santa Cruz - Zone 1	\$56.79	\$45.43	\$29.53	\$15.90	\$2.25	\$3.75	\$2.00	\$7.90
45	Shasta	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71
46	Sierra - East/Water-shed	\$33.11	\$26.49	\$17.22	\$9.27	\$2.25	\$3.75	\$2.00	\$1.27
46	Sierra - West/Water-shed	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71
47	Siskiyou	\$35.96	\$28.77	\$18.70	\$10.07	\$2.25	\$3.75	\$2.00	\$2.07
48	Solano	\$56.94	\$45.55	\$29.61	\$15.94	\$2.25	\$3.75	\$2.00	\$7.94
49	Sonoma	\$54.52	\$43.62	\$28.35	\$15.27	\$2.25	\$3.75	\$2.00	\$7.27

**Commercial Private Wage
Effective March 2, 2008 through March 1, 2009**

County	Total Journeyman Package as of March 1, 2008	1st Year > 0 to 1,600 OJT Hours								2nd Year 1,601 to 3,200 OJT Hours						
		1st Year Total Package 40%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension	2nd Year Total Package 50%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension	
50	Stanislaus - Zone A	\$51.40	\$20.56	\$13.36	\$7.20	\$2.25	\$3.75	\$0.00	\$1.20	\$25.70	\$16.71	\$8.99	\$2.25	\$3.75	\$0.50	\$2.49
51	Sutter	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
52	Tehama	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
53	Trinity	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
54	Tulare	\$45.18	\$18.07	\$11.75	\$6.32	\$2.25	\$3.75	\$0.00	\$0.32	\$22.59	\$14.68	\$7.91	\$2.25	\$3.75	\$0.50	\$1.41
55	Tuolumne - Zone A	\$51.40	\$20.56	\$13.36	\$7.20	\$2.25	\$3.75	\$0.00	\$1.20	\$25.70	\$16.71	\$8.99	\$2.25	\$3.75	\$0.50	\$2.49
56	Ventura - Zone 1	\$50.01	\$20.00	\$13.00	\$7.00	\$2.25	\$3.75	\$0.00	\$1.00	\$25.01	\$16.26	\$8.75	\$2.25	\$3.75	\$0.50	\$2.25
57	Yolo	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07
58	Yuba	\$48.96	\$19.58	\$12.73	\$6.85	\$2.25	\$3.75	\$0.00	\$0.85	\$24.48	\$15.91	\$8.57	\$2.25	\$3.75	\$0.50	\$2.07

**Commercial Private Wage
Effective March 2, 2008 through March 1, 2009**

County	Total Journeyman Package as of March 1, 2008	3rd Year 3,201 to 4,800 OJT Hours								4th Year 4,801 to 6,400 OJT Hours						
		3rd Year Total Package 60%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension	4th Year Total Package 70%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension	
50	Stanislaus - Zone A	\$51.40	\$30.84	\$20.05	\$10.79	\$2.25	\$3.75	\$1.00	\$3.79	\$35.98	\$23.39	\$12.59	\$2.25	\$3.75	\$1.50	\$5.09
51	Sutter	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
52	Tehama	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
53	Trinity	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
54	Tulare	\$45.18	\$27.11	\$17.62	\$9.49	\$2.25	\$3.75	\$1.00	\$2.49	\$31.63	\$20.56	\$11.07	\$2.25	\$3.75	\$1.50	\$3.57
55	Tuolumne - Zone A	\$51.40	\$30.84	\$20.05	\$10.79	\$2.25	\$3.75	\$1.00	\$3.79	\$35.98	\$23.39	\$12.59	\$2.25	\$3.75	\$1.50	\$5.09
56	Ventura - Zone 1	\$50.01	\$30.01	\$19.51	\$10.50	\$2.25	\$3.75	\$1.00	\$3.50	\$35.01	\$22.76	\$12.25	\$2.25	\$3.75	\$1.50	\$4.75
57	Yolo	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49
58	Yuba	\$48.96	\$29.38	\$19.10	\$10.28	\$2.25	\$3.75	\$1.00	\$3.28	\$34.27	\$22.28	\$11.99	\$2.25	\$3.75	\$1.50	\$4.49

**Commercial Private Wage
Effective March 2, 2008 through March 1, 2009**

County	Total Journeyman Package as of March 1, 2008	5th Year 6,401 to 8,000 OJT Hours							
		5th Year Total Package 80%	Base	Fringe Total	Training	H & W	Pension	Add'l Wage or Pension	
50	Stanislaus - Zone A	\$51.40	\$41.12	\$26.73	\$14.39	\$2.25	\$3.75	\$2.00	\$6.39
51	Sutter	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71
52	Tehama	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71
53	Trinity	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71
54	Tulare	\$45.18	\$36.14	\$23.49	\$12.65	\$2.25	\$3.75	\$2.00	\$4.65
55	Tuolumne - Zone A	\$51.40	\$41.12	\$26.73	\$14.39	\$2.25	\$3.75	\$2.00	\$6.39
56	Ventura - Zone 1	\$50.01	\$40.01	\$26.01	\$14.00	\$2.25	\$3.75	\$2.00	\$6.00
57	Yolo	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71
58	Yuba	\$48.96	\$39.17	\$25.46	\$13.71	\$2.25	\$3.75	\$2.00	\$5.71