

Commercial Private Wage Effective March 2, 2011 through March 1, 2012

County		Total Journeyman Package as of March 1, 2011	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	Addt'l Wage or Pension	2nd Year Total Package 50%	Base	Fringe Total	Training	H & W	Pension	Addt'l Wage or Pension
1	Alameda	\$70.57	\$28.23	\$18.35	\$9.88	\$2.25	\$4.50	\$0.00	\$3.13	\$35.29	\$22.94	\$12.35	\$2.25	\$4.50	\$0.50	\$5.10
2	Alpine	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
3	Amador	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
4	Butte	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
5	Calaveras	\$56.75	\$22.70	\$14.76	\$7.94	\$2.25	\$4.50	\$0.00	\$1.19	\$28.38	\$18.45	\$9.93	\$2.25	\$4.50	\$0.50	\$2.68
6	Colusa	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
7	Contra Costa	\$67.76	\$27.10	\$17.62	\$9.48	\$2.25	\$4.50	\$0.00	\$2.73	\$33.88	\$22.02	\$11.86	\$2.25	\$4.50	\$0.50	\$4.61
8	Del Norte	\$60.69	\$24.28	\$15.78	\$8.50	\$2.25	\$4.50	\$0.00	\$1.75	\$30.35	\$19.73	\$10.62	\$2.25	\$4.50	\$0.50	\$3.37
9	El Dorado	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
10	Fresno	\$49.29	\$19.72	\$12.82	\$6.90	\$2.25	\$4.50	\$0.00	\$0.15	\$24.65	\$16.02	\$8.63	\$2.25	\$4.50	\$0.50	\$1.38
11	Glenn	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
12	Humboldt	\$60.69	\$24.28	\$15.78	\$8.50	\$2.25	\$4.50	\$0.00	\$1.75	\$30.35	\$19.73	\$10.62	\$2.25	\$4.50	\$0.50	\$3.37
13	Imperial - to 500K	\$49.24	\$19.70	\$12.81	\$6.89	\$2.25	\$4.50	\$0.00	\$0.14	\$24.62	\$16.00	\$8.62	\$2.25	\$4.50	\$0.50	\$1.37
13	Imperial - 500K+	\$52.33	\$20.93	\$13.60	\$7.33	\$2.25	\$4.50	\$0.00	\$0.58	\$26.17	\$17.01	\$9.16	\$2.25	\$4.50	\$0.50	\$1.91
14	Inyo - to 50K *	\$33.91	\$13.56	\$8.81	\$4.75	\$2.25	\$4.50	\$0.00	\$0.00	\$16.96	\$11.02	\$5.94	\$2.25	\$4.50	\$0.50	\$0.00
14	Inyo - 50 K+	\$64.01	\$25.60	\$16.64	\$8.96	\$2.25	\$4.50	\$0.00	\$2.21	\$32.01	\$20.81	\$11.20	\$2.25	\$4.50	\$0.50	\$3.95
15	Kern	\$50.79	\$20.32	\$13.21	\$7.11	\$2.25	\$4.50	\$0.00	\$0.36	\$25.40	\$16.51	\$8.89	\$2.25	\$4.50	\$0.50	\$1.64
16	Kings	\$49.29	\$19.72	\$12.82	\$6.90	\$2.25	\$4.50	\$0.00	\$0.15	\$24.65	\$16.02	\$8.63	\$2.25	\$4.50	\$0.50	\$1.38
17	Lake	\$60.69	\$24.28	\$15.78	\$8.50	\$2.25	\$4.50	\$0.00	\$1.75	\$30.35	\$19.73	\$10.62	\$2.25	\$4.50	\$0.50	\$3.37

* = Total WECA wage package may be higher.

Commercial Private Wage Effective March 2, 2011 through March 1, 2012

County		Total Journeyman Package as of March 1, 2011	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	\$70.57	\$42.34	\$27.52	\$14.82	\$2.25	\$4.50	\$1.00	\$7.07	\$49.40	\$32.11	\$17.29	\$2.25	\$4.50	\$1.50	\$9.04
2	Alpine	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
3	Amador	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
4	Butte	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
5	Calaveras	\$56.75	\$34.05	\$22.13	\$11.92	\$2.25	\$4.50	\$1.00	\$4.17	\$39.73	\$25.82	\$13.91	\$2.25	\$4.50	\$1.50	\$5.66
6	Colusa	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
7	Contra Costa	\$67.76	\$40.66	\$26.43	\$14.23	\$2.25	\$4.50	\$1.00	\$6.48	\$47.43	\$30.83	\$16.60	\$2.25	\$4.50	\$1.50	\$8.35
8	Del Norte	\$60.69	\$36.41	\$23.67	\$12.74	\$2.25	\$4.50	\$1.00	\$4.99	\$42.48	\$27.61	\$14.87	\$2.25	\$4.50	\$1.50	\$6.62
9	El Dorado	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
10	Fresno	\$49.29	\$29.57	\$19.22	\$10.35	\$2.25	\$4.50	\$1.00	\$2.60	\$34.50	\$22.43	\$12.07	\$2.25	\$4.50	\$1.50	\$3.82
11	Glenn	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
12	Humboldt	\$60.69	\$36.41	\$23.67	\$12.74	\$2.25	\$4.50	\$1.00	\$4.99	\$42.48	\$27.61	\$14.87	\$2.25	\$4.50	\$1.50	\$6.62
13	Imperial - to 500K	\$49.24	\$29.54	\$19.20	\$10.34	\$2.25	\$4.50	\$1.00	\$2.59	\$34.47	\$22.41	\$12.06	\$2.25	\$4.50	\$1.50	\$3.81
13	Imperial - 500K+	\$52.33	\$31.40	\$20.41	\$10.99	\$2.25	\$4.50	\$1.00	\$3.24	\$36.63	\$23.81	\$12.82	\$2.25	\$4.50	\$1.50	\$4.57
14	Inyo - to 50K *	\$33.91	\$20.35	\$13.23	\$7.12	\$2.25	\$4.50	\$1.00	\$0.00	\$23.74	\$15.43	\$8.31	\$2.25	\$4.50	\$1.50	\$0.06
14	Inyo - 50 K+	\$64.01	\$38.41	\$24.97	\$13.44	\$2.25	\$4.50	\$1.00	\$5.69	\$44.81	\$29.13	\$15.68	\$2.25	\$4.50	\$1.50	\$7.43
15	Kern	\$50.79	\$30.47	\$19.81	\$10.66	\$2.25	\$4.50	\$1.00	\$2.91	\$35.55	\$23.11	\$12.44	\$2.25	\$4.50	\$1.50	\$4.19
16	Kings	\$49.29	\$29.57	\$19.22	\$10.35	\$2.25	\$4.50	\$1.00	\$2.60	\$34.50	\$22.43	\$12.07	\$2.25	\$4.50	\$1.50	\$3.82
17	Lake	\$60.69	\$36.41	\$23.67	\$12.74	\$2.25	\$4.50	\$1.00	\$4.99	\$42.48	\$27.61	\$14.87	\$2.25	\$4.50	\$1.50	\$6.62

* = Total WECA wage package may be higher.

Commercial Private Wage Effective March 2, 2011 through March 1, 2012

County		Total Journeyman Package as of March 1, 2011	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	\$70.57	\$56.46	\$36.70	\$19.76	\$2.25	\$4.50	\$2.00	\$11.01
2	Alpine	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86
3	Amador	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86
4	Butte	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86
5	Calaveras	\$56.75	\$45.40	\$29.51	\$15.89	\$2.25	\$4.50	\$2.00	\$7.14
6	Colusa	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86
7	Contra Costa	\$67.76	\$54.21	\$35.24	\$18.97	\$2.25	\$4.50	\$2.00	\$10.22
8	Del Norte	\$60.69	\$48.55	\$31.56	\$16.99	\$2.25	\$4.50	\$2.00	\$8.24
9	El Dorado	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86
10	Fresno	\$49.29	\$39.43	\$25.63	\$13.80	\$2.25	\$4.50	\$2.00	\$5.05
11	Glenn	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86
12	Humboldt	\$60.69	\$48.55	\$31.56	\$16.99	\$2.25	\$4.50	\$2.00	\$8.24
13	Imperial - to 500K	\$49.24	\$39.39	\$25.60	\$13.79	\$2.25	\$4.50	\$2.00	\$5.04
13	Imperial - 500K+	\$52.33	\$41.86	\$27.21	\$14.65	\$2.25	\$4.50	\$2.00	\$5.90
14	Inyo - to 50K *	\$33.91	\$27.13	\$17.63	\$9.50	\$2.25	\$4.50	\$2.00	\$0.75
14	Inyo - 50 K+	\$64.01	\$51.21	\$33.29	\$17.92	\$2.25	\$4.50	\$2.00	\$9.17
15	Kern	\$50.79	\$40.63	\$26.41	\$14.22	\$2.25	\$4.50	\$2.00	\$5.47
16	Kings	\$49.29	\$39.43	\$25.63	\$13.80	\$2.25	\$4.50	\$2.00	\$5.05
17	Lake	\$60.69	\$48.55	\$31.56	\$16.99	\$2.25	\$4.50	\$2.00	\$8.24

* = Total WECA wage package may be higher.

Commercial Private Wage Effective March 2, 2011 through March 1, 2012

County		Total Journeyman Package as of March 1, 2011	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	Addt'l Wage or Pension	2nd Year Total Package 50%	Base	Fringe Total	Training	H & W	Pension	Addt'l Wage or Pension
18	Lassen	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
19	Los Angeles	\$58.41	\$23.36	\$15.18	\$8.18	\$2.25	\$4.50	\$0.00	\$1.43	\$29.21	\$18.99	\$10.22	\$2.25	\$4.50	\$0.50	\$2.97
20	Madera	\$49.29	\$19.72	\$12.82	\$6.90	\$2.25	\$4.50	\$0.00	\$0.15	\$24.65	\$16.02	\$8.63	\$2.25	\$4.50	\$0.50	\$1.38
21	Marin	\$60.69	\$24.28	\$15.78	\$8.50	\$2.25	\$4.50	\$0.00	\$1.75	\$30.35	\$19.73	\$10.62	\$2.25	\$4.50	\$0.50	\$3.37
22	Mariposa - Zone A	\$54.01	\$21.60	\$14.04	\$7.56	\$2.25	\$4.50	\$0.00	\$0.81	\$27.01	\$17.56	\$9.45	\$2.25	\$4.50	\$0.50	\$2.20
23	Mendocino	\$60.69	\$24.28	\$15.78	\$8.50	\$2.25	\$4.50	\$0.00	\$1.75	\$30.35	\$19.73	\$10.62	\$2.25	\$4.50	\$0.50	\$3.37
24	Merced - Zone A	\$54.01	\$21.60	\$14.04	\$7.56	\$2.25	\$4.50	\$0.00	\$0.81	\$27.01	\$17.56	\$9.45	\$2.25	\$4.50	\$0.50	\$2.20
25	Modoc *	\$43.72	\$17.49	\$11.37	\$6.12	\$2.25	\$4.50	\$0.00	\$0.00	\$21.86	\$14.21	\$7.65	\$2.25	\$4.50	\$0.50	\$0.40
26	Mono - to 50K *	\$33.91	\$13.56	\$8.81	\$4.75	\$2.25	\$4.50	\$0.00	\$0.00	\$16.96	\$11.02	\$5.94	\$2.25	\$4.50	\$0.50	\$0.00
26	Mono - 50K+	\$64.01	\$25.60	\$16.64	\$8.96	\$2.25	\$4.50	\$0.00	\$2.21	\$32.01	\$20.81	\$11.20	\$2.25	\$4.50	\$0.50	\$3.95
27	Monterey - Zone A	\$63.20	\$25.28	\$16.43	\$8.85	\$2.25	\$4.50	\$0.00	\$2.10	\$31.60	\$20.54	\$11.06	\$2.25	\$4.50	\$0.50	\$3.81
28	Napa	\$63.10	\$25.24	\$16.41	\$8.83	\$2.25	\$4.50	\$0.00	\$2.08	\$31.55	\$20.51	\$11.04	\$2.25	\$4.50	\$0.50	\$3.79
29	Nevada	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
30	Orange	\$53.45	\$21.38	\$13.90	\$7.48	\$2.25	\$4.50	\$0.00	\$0.73	\$26.73	\$17.37	\$9.36	\$2.25	\$4.50	\$0.50	\$2.11
31	Placer	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
32	Plumas	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
33	Riverside	\$54.44	\$21.78	\$14.16	\$7.62	\$2.25	\$4.50	\$0.00	\$0.87	\$27.22	\$17.69	\$9.53	\$2.25	\$4.50	\$0.50	\$2.28
34	Sacramento	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
35	San Benito - Zone A	\$63.20	\$25.28	\$16.43	\$8.85	\$2.25	\$4.50	\$0.00	\$2.10	\$31.60	\$20.54	\$11.06	\$2.25	\$4.50	\$0.50	\$3.81

* = Total WECA wage package may be higher.

Commercial Private Wage Effective March 2, 2011 through March 1, 2012

County		Total Journeyman Package as of March 1, 2011	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	Addt'l Wage or Pension	4th Year Total Package 70%	Base	Fringe Total	Training	H & W	Pension	Addt'l Wage or Pension
18	Lassen	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
19	Los Angeles	\$58.41	\$35.05	\$22.78	\$12.27	\$2.25	\$4.50	\$1.00	\$4.52	\$40.89	\$26.58	\$14.31	\$2.25	\$4.50	\$1.50	\$6.06
20	Madera	\$49.29	\$29.57	\$19.22	\$10.35	\$2.25	\$4.50	\$1.00	\$2.60	\$34.50	\$22.43	\$12.07	\$2.25	\$4.50	\$1.50	\$3.82
21	Marin	\$60.69	\$36.41	\$23.67	\$12.74	\$2.25	\$4.50	\$1.00	\$4.99	\$42.48	\$27.61	\$14.87	\$2.25	\$4.50	\$1.50	\$6.62
22	Mariposa - Zone A	\$54.01	\$32.41	\$21.07	\$11.34	\$2.25	\$4.50	\$1.00	\$3.59	\$37.81	\$24.58	\$13.23	\$2.25	\$4.50	\$1.50	\$4.98
23	Mendocino	\$60.69	\$36.41	\$23.67	\$12.74	\$2.25	\$4.50	\$1.00	\$4.99	\$42.48	\$27.61	\$14.87	\$2.25	\$4.50	\$1.50	\$6.62
24	Merced - Zone A	\$54.01	\$32.41	\$21.07	\$11.34	\$2.25	\$4.50	\$1.00	\$3.59	\$37.81	\$24.58	\$13.23	\$2.25	\$4.50	\$1.50	\$4.98
25	Modoc *	\$43.72	\$26.23	\$17.05	\$9.18	\$2.25	\$4.50	\$1.00	\$1.43	\$30.60	\$19.89	\$10.71	\$2.25	\$4.50	\$1.50	\$2.46
26	Mono - to 50K *	\$33.91	\$20.35	\$13.23	\$7.12	\$2.25	\$4.50	\$1.00	\$0.00	\$23.74	\$15.43	\$8.31	\$2.25	\$4.50	\$1.50	\$0.06
26	Mono - 50K+	\$64.01	\$38.41	\$24.97	\$13.44	\$2.25	\$4.50	\$1.00	\$5.69	\$44.81	\$29.13	\$15.68	\$2.25	\$4.50	\$1.50	\$7.43
27	Monterey - Zone A	\$63.20	\$37.92	\$24.65	\$13.27	\$2.25	\$4.50	\$1.00	\$5.52	\$44.24	\$28.76	\$15.48	\$2.25	\$4.50	\$1.50	\$7.23
28	Napa	\$63.10	\$37.86	\$24.61	\$13.25	\$2.25	\$4.50	\$1.00	\$5.50	\$44.17	\$28.71	\$15.46	\$2.25	\$4.50	\$1.50	\$7.21
29	Nevada	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
30	Orange	\$53.45	\$32.07	\$20.85	\$11.22	\$2.25	\$4.50	\$1.00	\$3.47	\$37.42	\$24.32	\$13.10	\$2.25	\$4.50	\$1.50	\$4.85
31	Placer	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
32	Plumas	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
33	Riverside	\$54.44	\$32.66	\$21.23	\$11.43	\$2.25	\$4.50	\$1.00	\$3.68	\$38.11	\$24.77	\$13.34	\$2.25	\$4.50	\$1.50	\$5.09
34	Sacramento	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
35	San Benito - Zone A	\$63.20	\$37.92	\$24.65	\$13.27	\$2.25	\$4.50	\$1.00	\$5.52	\$44.24	\$28.76	\$15.48	\$2.25	\$4.50	\$1.50	\$7.23

* = Total WECA wage package may be higher.

**Commercial Private Wage
Effective March 2, 2011 through March 1, 2012**

County	Total Journeyman Package as of March 1, 2011	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	
18 Lassen	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86	
19 Los Angeles	\$58.41	\$46.73	\$30.37	\$16.36	\$2.25	\$4.50	\$2.00	\$7.61	
20 Madera	\$49.29	\$39.43	\$25.63	\$13.80	\$2.25	\$4.50	\$2.00	\$5.05	
21 Marin	\$60.69	\$48.55	\$31.56	\$16.99	\$2.25	\$4.50	\$2.00	\$8.24	
22 Mariposa - Zone A	\$54.01	\$43.21	\$28.09	\$15.12	\$2.25	\$4.50	\$2.00	\$6.37	
23 Mendocino	\$60.69	\$48.55	\$31.56	\$16.99	\$2.25	\$4.50	\$2.00	\$8.24	
24 Merced - Zone A	\$54.01	\$43.21	\$28.09	\$15.12	\$2.25	\$4.50	\$2.00	\$6.37	
25 Modoc *	\$43.72	\$34.98	\$22.74	\$12.24	\$2.25	\$4.50	\$2.00	\$3.49	
26 Mono - to 50K *	\$33.91	\$27.13	\$17.63	\$9.50	\$2.25	\$4.50	\$2.00	\$0.75	
26 Mono - 50K+	\$64.01	\$51.21	\$33.29	\$17.92	\$2.25	\$4.50	\$2.00	\$9.17	
27 Monterey - Zone A	\$63.20	\$50.56	\$32.86	\$17.70	\$2.25	\$4.50	\$2.00	\$8.95	
28 Napa	\$63.10	\$50.48	\$32.81	\$17.67	\$2.25	\$4.50	\$2.00	\$8.92	
29 Nevada	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86	
30 Orange	\$53.45	\$42.76	\$27.79	\$14.97	\$2.25	\$4.50	\$2.00	\$6.22	
31 Placer	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86	
32 Plumas	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86	
33 Riverside	\$54.44	\$43.55	\$28.31	\$15.24	\$2.25	\$4.50	\$2.00	\$6.49	
34 Sacramento	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86	
35 San Benito - Zone A	\$63.20	\$50.56	\$32.86	\$17.70	\$2.25	\$4.50	\$2.00	\$8.95	

* = Total WECA wage package may be higher.

Commercial Private Wage Effective March 2, 2011 through March 1, 2012

County	Total Journeyman Package as of March 1, 2011	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	Addt'l Wage or Pension	2nd Year Total Package 50%	Base	Fringe Total	Training	H & W	Pension	Addt'l Wage or Pension	
36	San Bernardino - Zone A	\$52.54	\$21.02	\$13.66	\$7.36	\$2.25	\$4.50	\$0.00	\$0.61	\$26.27	\$17.08	\$9.19	\$2.25	\$4.50	\$0.50	\$1.94
37	San Diego	\$49.24	\$19.70	\$12.81	\$6.89	\$2.25	\$4.50	\$0.00	\$0.14	\$24.62	\$16.00	\$8.62	\$2.25	\$4.50	\$0.50	\$1.37
38	San Francisco	\$76.06	\$30.42	\$19.77	\$10.65	\$2.25	\$4.50	\$0.00	\$3.90	\$38.03	\$24.72	\$13.31	\$2.25	\$4.50	\$0.50	\$6.06
39	San Joaquin	\$56.75	\$22.70	\$14.76	\$7.94	\$2.25	\$4.50	\$0.00	\$1.19	\$28.38	\$18.45	\$9.93	\$2.25	\$4.50	\$0.50	\$2.68
40	San Luis Obispo	\$50.85	\$20.34	\$13.22	\$7.12	\$2.25	\$4.50	\$0.00	\$0.37	\$25.43	\$16.53	\$8.90	\$2.25	\$4.50	\$0.50	\$1.65
41	San Mateo	\$74.10	\$29.64	\$19.27	\$10.37	\$2.25	\$4.50	\$0.00	\$3.62	\$37.05	\$24.08	\$12.97	\$2.25	\$4.50	\$0.50	\$5.72
42	Santa Barbara	\$56.08	\$22.43	\$14.58	\$7.85	\$2.25	\$4.50	\$0.00	\$1.10	\$28.04	\$18.23	\$9.81	\$2.25	\$4.50	\$0.50	\$2.56
43	Santa Clara	\$74.50	\$29.80	\$19.37	\$10.43	\$2.25	\$4.50	\$0.00	\$3.68	\$37.25	\$24.21	\$13.04	\$2.25	\$4.50	\$0.50	\$5.79
44	Santa Cruz - Zone A	\$63.20	\$25.28	\$16.43	\$8.85	\$2.25	\$4.50	\$0.00	\$2.10	\$31.60	\$20.54	\$11.06	\$2.25	\$4.50	\$0.50	\$3.81
45	Shasta	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
46	Sierra - West/Water-shed	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
47	Siskiyou *	\$43.72	\$17.49	\$11.37	\$6.12	\$2.25	\$4.50	\$0.00	\$0.00	\$21.86	\$14.21	\$7.65	\$2.25	\$4.50	\$0.50	\$0.40
48	Solano	\$63.10	\$25.24	\$16.41	\$8.83	\$2.25	\$4.50	\$0.00	\$2.08	\$31.55	\$20.51	\$11.04	\$2.25	\$4.50	\$0.50	\$3.79
49	Sonoma	\$60.69	\$24.28	\$15.78	\$8.50	\$2.25	\$4.50	\$0.00	\$1.75	\$30.35	\$19.73	\$10.62	\$2.25	\$4.50	\$0.50	\$3.37
50	Stanislaus - Zone A	\$54.01	\$21.60	\$14.04	\$7.56	\$2.25	\$4.50	\$0.00	\$0.81	\$27.01	\$17.56	\$9.45	\$2.25	\$4.50	\$0.50	\$2.20
51	Sutter	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
52	Tehama	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
53	Trinity	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
54	Tulare	\$49.29	\$19.72	\$12.82	\$6.90	\$2.25	\$4.50	\$0.00	\$0.15	\$24.65	\$16.02	\$8.63	\$2.25	\$4.50	\$0.50	\$1.38

* = Total WECA wage package may be higher.

Commercial Private Wage Effective March 2, 2011 through March 1, 2012

County	Total Journeyman Package as of March 1, 2011	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	
36	San Bernardino - Zone A	\$52.54	\$31.52	\$20.49	\$11.03	\$2.25	\$4.50	\$1.00	\$3.28	\$36.78	\$23.91	\$12.87	\$2.25	\$4.50	\$1.50	\$4.62
37	San Diego	\$49.24	\$29.54	\$19.20	\$10.34	\$2.25	\$4.50	\$1.00	\$2.59	\$34.47	\$22.41	\$12.06	\$2.25	\$4.50	\$1.50	\$3.81
38	San Francisco	\$76.06	\$45.64	\$29.67	\$15.97	\$2.25	\$4.50	\$1.00	\$8.22	\$53.24	\$34.61	\$18.63	\$2.25	\$4.50	\$1.50	\$10.38
39	San Joaquin	\$56.75	\$34.05	\$22.13	\$11.92	\$2.25	\$4.50	\$1.00	\$4.17	\$39.73	\$25.82	\$13.91	\$2.25	\$4.50	\$1.50	\$5.66
40	San Luis Obispo	\$50.85	\$30.51	\$19.83	\$10.68	\$2.25	\$4.50	\$1.00	\$2.93	\$35.60	\$23.14	\$12.46	\$2.25	\$4.50	\$1.50	\$4.21
41	San Mateo	\$74.10	\$44.46	\$28.90	\$15.56	\$2.25	\$4.50	\$1.00	\$7.81	\$51.87	\$33.72	\$18.15	\$2.25	\$4.50	\$1.50	\$9.90
42	Santa Barbara	\$56.08	\$33.65	\$21.87	\$11.78	\$2.25	\$4.50	\$1.00	\$4.03	\$39.26	\$25.52	\$13.74	\$2.25	\$4.50	\$1.50	\$5.49
43	Santa Clara	\$74.50	\$44.70	\$29.06	\$15.64	\$2.25	\$4.50	\$1.00	\$7.89	\$52.15	\$33.90	\$18.25	\$2.25	\$4.50	\$1.50	\$10.00
44	Santa Cruz - Zone A	\$63.20	\$37.92	\$24.65	\$13.27	\$2.25	\$4.50	\$1.00	\$5.52	\$44.24	\$28.76	\$15.48	\$2.25	\$4.50	\$1.50	\$7.23
45	Shasta	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
46	Sierra - West/Water-shed	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
47	Siskiyou *	\$43.72	\$26.23	\$17.05	\$9.18	\$2.25	\$4.50	\$1.00	\$1.43	\$30.60	\$19.89	\$10.71	\$2.25	\$4.50	\$1.50	\$2.46
48	Solano	\$63.10	\$37.86	\$24.61	\$13.25	\$2.25	\$4.50	\$1.00	\$5.50	\$44.17	\$28.71	\$15.46	\$2.25	\$4.50	\$1.50	\$7.21
49	Sonoma	\$60.69	\$36.41	\$23.67	\$12.74	\$2.25	\$4.50	\$1.00	\$4.99	\$42.48	\$27.61	\$14.87	\$2.25	\$4.50	\$1.50	\$6.62
50	Stanislaus - Zone A	\$54.01	\$32.41	\$21.07	\$11.34	\$2.25	\$4.50	\$1.00	\$3.59	\$37.81	\$24.58	\$13.23	\$2.25	\$4.50	\$1.50	\$4.98
51	Sutter	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
52	Tehama	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
53	Trinity	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
54	Tulare	\$49.29	\$29.57	\$19.22	\$10.35	\$2.25	\$4.50	\$1.00	\$2.60	\$34.50	\$22.43	\$12.07	\$2.25	\$4.50	\$1.50	\$3.82

* = Total WECA wage package may be higher.

Commercial Private Wage Effective March 2, 2011 through March 1, 2012

County	Total Journeyman Package as of March 1, 2011	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	
36	San Bernardino - Zone A	\$52.54	\$42.03	\$27.32	\$14.71	\$2.25	\$4.50	\$2.00	\$5.96
37	San Diego	\$49.24	\$39.39	\$25.60	\$13.79	\$2.25	\$4.50	\$2.00	\$5.04
38	San Francisco	\$76.06	\$60.85	\$39.55	\$21.30	\$2.25	\$4.50	\$2.00	\$12.55
39	San Joaquin	\$56.75	\$45.40	\$29.51	\$15.89	\$2.25	\$4.50	\$2.00	\$7.14
40	San Luis Obispo	\$50.85	\$40.68	\$26.44	\$14.24	\$2.25	\$4.50	\$2.00	\$5.49
41	San Mateo	\$74.10	\$59.28	\$38.53	\$20.75	\$2.25	\$4.50	\$2.00	\$12.00
42	Santa Barbara	\$56.08	\$44.86	\$29.16	\$15.70	\$2.25	\$4.50	\$2.00	\$6.95
43	Santa Clara	\$74.50	\$59.60	\$38.74	\$20.86	\$2.25	\$4.50	\$2.00	\$12.11
44	Santa Cruz - Zone A	\$63.20	\$50.56	\$32.86	\$17.70	\$2.25	\$4.50	\$2.00	\$8.95
45	Shasta	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86
46	Sierra - West/Water-shed	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86
47	Siskiyou *	\$43.72	\$34.98	\$22.74	\$12.24	\$2.25	\$4.50	\$2.00	\$3.49
48	Solano	\$63.10	\$50.48	\$32.81	\$17.67	\$2.25	\$4.50	\$2.00	\$8.92
49	Sonoma	\$60.69	\$48.55	\$31.56	\$16.99	\$2.25	\$4.50	\$2.00	\$8.24
50	Stanislaus - Zone A	\$54.01	\$43.21	\$28.09	\$15.12	\$2.25	\$4.50	\$2.00	\$6.37
51	Sutter	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86
52	Tehama	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86
53	Trinity	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86
54	Tulare	\$49.29	\$39.43	\$25.63	\$13.80	\$2.25	\$4.50	\$2.00	\$5.05

* = Total WECA wage package may be higher.

**Commercial Private Wage
Effective March 2, 2011 through March 1, 2012**

County	Total Journeyman Package as of March 1, 2011	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	
55	Tuolumne - Zone A	\$54.01	\$21.60	\$14.04	\$7.56	\$2.25	\$4.50	\$0.00	\$0.81	\$27.01	\$17.56	\$9.45	\$2.25	\$4.50	\$0.50	\$2.20
56	Ventura - Zone A	\$53.93	\$21.57	\$14.02	\$7.55	\$2.25	\$4.50	\$0.00	\$0.80	\$26.97	\$17.53	\$9.44	\$2.25	\$4.50	\$0.50	\$2.19
57	Yolo	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50
58	Yuba	\$55.74	\$22.30	\$14.50	\$7.80	\$2.25	\$4.50	\$0.00	\$1.05	\$27.87	\$18.12	\$9.75	\$2.25	\$4.50	\$0.50	\$2.50

* = Total WECA wage package may be higher.

**Commercial Private Wage
Effective March 2, 2011 through March 1, 2012**

County	Total Journeyman Package as of March 1, 2011	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	Addt'l Wage or Pension	4th Year Total Package 70%	Base	Fringe Total	Training	H & W	Pension	Addt'l Wage or Pension	
55	Tuolumne - Zone A	\$54.01	\$32.41	\$21.07	\$11.34	\$2.25	\$4.50	\$1.00	\$3.59	\$37.81	\$24.58	\$13.23	\$2.25	\$4.50	\$1.50	\$4.98
56	Ventura - Zone A	\$53.93	\$32.36	\$21.03	\$11.33	\$2.25	\$4.50	\$1.00	\$3.58	\$37.75	\$24.54	\$13.21	\$2.25	\$4.50	\$1.50	\$4.96
57	Yolo	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41
58	Yuba	\$55.74	\$33.44	\$21.74	\$11.70	\$2.25	\$4.50	\$1.00	\$3.95	\$39.02	\$25.36	\$13.66	\$2.25	\$4.50	\$1.50	\$5.41

* = Total WECA wage package may be higher.

**Commercial Private Wage
Effective March 2, 2011 through March 1, 2012**

County		Total Journeyman Package as of March 1, 2011	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
55	Tuolumne - Zone A	\$54.01	\$43.21	\$28.09	\$15.12	\$2.25	\$4.50	\$2.00	\$6.37
56	Ventura - Zone A	\$53.93	\$43.14	\$28.04	\$15.10	\$2.25	\$4.50	\$2.00	\$6.35
57	Yolo	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86
58	Yuba	\$55.74	\$44.59	\$28.98	\$15.61	\$2.25	\$4.50	\$2.00	\$6.86

* = Total WECA wage package may be higher.