

# Sound Communications Systems Installer Private Wage Effective March 2, 2011 through March 1, 2012

| County         | Total Journeyman Package as of March 1, 2011 | 1st Year > 0 to 800 OJT Hours      |         |              |          |                                   |                                    | 1st Year > 801 to 1600 OJT Hours |              |          |                                   |  |
|----------------|--|------------------------------------|---------|--------------|----------|-----------------------------------|------------------------------------|----------------------------------|--------------|----------|-----------------------------------|--|
|                |  | 1st Semester                       |         |              |          |                                   |                                    | 2nd Semester                     |              |          |                                   |  |
|                |  | 1st Year 1st Sem Total Package 50% | Base    | Fringe Total | Training | Add'l Wage or Approved ERISA Plan | 1st Year 2nd Sem Total Package 56% | Base                             | Fringe Total | Training | Add'l Wage or Approved ERISA Plan |  |
| 1 Alameda      | \$44.07                                      | \$22.04                            | \$14.33 | \$7.71       | \$2.00   | \$5.71                            | \$24.68                            | \$16.04                          | \$8.64       | \$2.00   | \$6.64                            |  |
| 2 Alpine       | \$37.74                                      | \$18.87                            | \$12.27 | \$6.60       | \$2.00   | \$4.60                            | \$21.13                            | \$13.73                          | \$7.40       | \$2.00   | \$5.40                            |  |
| 3 Amador       | \$37.74                                      | \$18.87                            | \$12.27 | \$6.60       | \$2.00   | \$4.60                            | \$21.13                            | \$13.73                          | \$7.40       | \$2.00   | \$5.40                            |  |
| 4 Butte        | \$37.74                                      | \$18.87                            | \$12.27 | \$6.60       | \$2.00   | \$4.60                            | \$21.13                            | \$13.73                          | \$7.40       | \$2.00   | \$5.40                            |  |
| 5 Calaveras    | \$40.55                                      | \$20.28                            | \$13.18 | \$7.10       | \$2.00   | \$5.10                            | \$22.71                            | \$14.76                          | \$7.95       | \$2.00   | \$5.95                            |  |
| 6 Colusa       | \$37.74                                      | \$18.87                            | \$12.27 | \$6.60       | \$2.00   | \$4.60                            | \$21.13                            | \$13.73                          | \$7.40       | \$2.00   | \$5.40                            |  |
| 7 Contra Costa | \$44.07                                      | \$22.04                            | \$14.33 | \$7.71       | \$2.00   | \$5.71                            | \$24.68                            | \$16.04                          | \$8.64       | \$2.00   | \$6.64                            |  |
| 8 Del Norte    | \$44.07                                      | \$22.04                            | \$14.33 | \$7.71       | \$2.00   | \$5.71                            | \$24.68                            | \$16.04                          | \$8.64       | \$2.00   | \$6.64                            |  |
| 9 El Dorado    | \$37.74                                      | \$18.87                            | \$12.27 | \$6.60       | \$2.00   | \$4.60                            | \$21.13                            | \$13.73                          | \$7.40       | \$2.00   | \$5.40                            |  |
| 10 Fresno      | \$40.55                                      | \$20.28                            | \$13.18 | \$7.10       | \$2.00   | \$5.10                            | \$22.71                            | \$14.76                          | \$7.95       | \$2.00   | \$5.95                            |  |
| 11 Glenn       | \$37.74                                      | \$18.87                            | \$12.27 | \$6.60       | \$2.00   | \$4.60                            | \$21.13                            | \$13.73                          | \$7.40       | \$2.00   | \$5.40                            |  |
| 12 Humboldt    | \$44.07                                      | \$22.04                            | \$14.33 | \$7.71       | \$2.00   | \$5.71                            | \$24.68                            | \$16.04                          | \$8.64       | \$2.00   | \$6.64                            |  |
| 13 Imperial    | \$38.65                                      | \$19.33                            | \$12.56 | \$6.77       | \$2.00   | \$4.77                            | \$21.64                            | \$14.07                          | \$7.57       | \$2.00   | \$5.57                            |  |
| 14 Inyo        | \$38.35                                      | \$19.18                            | \$12.47 | \$6.71       | \$2.00   | \$4.71                            | \$21.48                            | \$13.96                          | \$7.52       | \$2.00   | \$5.52                            |  |
| 15 Kern        | \$38.35                                      | \$19.18                            | \$12.47 | \$6.71       | \$2.00   | \$4.71                            | \$21.48                            | \$13.96                          | \$7.52       | \$2.00   | \$5.52                            |  |
| 16 Kings       | \$40.55                                      | \$20.28                            | \$13.18 | \$7.10       | \$2.00   | \$5.10                            | \$22.71                            | \$14.76                          | \$7.95       | \$2.00   | \$5.95                            |  |
| 17 Lake        | \$44.07                                      | \$22.04                            | \$14.33 | \$7.71       | \$2.00   | \$5.71                            | \$24.68                            | \$16.04                          | \$8.64       | \$2.00   | \$6.64                            |  |
| 18 Lassen      | \$37.74                                      | \$18.87                            | \$12.27 | \$6.60       | \$2.00   | \$4.60                            | \$21.13                            | \$13.73                          | \$7.40       | \$2.00   | \$5.40                            |  |
| 19 Los Angeles | \$38.35                                      | \$19.18                            | \$12.47 | \$6.71       | \$2.00   | \$4.71                            | \$21.48                            | \$13.96                          | \$7.52       | \$2.00   | \$5.52                            |  |
| 20 Madera      | \$40.55                                      | \$20.28                            | \$13.18 | \$7.10       | \$2.00   | \$5.10                            | \$22.71                            | \$14.76                          | \$7.95       | \$2.00   | \$5.95                            |  |
| 21 Marin       | \$44.07                                      | \$22.04                            | \$14.33 | \$7.71       | \$2.00   | \$5.71                            | \$24.68                            | \$16.04                          | \$8.64       | \$2.00   | \$6.64                            |  |
| 22 Mariposa    | \$40.55                                      | \$20.28                            | \$13.18 | \$7.10       | \$2.00   | \$5.10                            | \$22.71                            | \$14.76                          | \$7.95       | \$2.00   | \$5.95                            |  |
| 23 Mendocino   | \$44.07                                      | \$22.04                            | \$14.33 | \$7.71       | \$2.00   | \$5.71                            | \$24.68                            | \$16.04                          | \$8.64       | \$2.00   | \$6.64                            |  |

# Sound Communications Systems Installer Private Wage Effective March 2, 2011 through March 1, 2012

| County | Total Journeyman Package as of March 1, 2011 | 2nd Year > 1601 to 2400 OJT Hours  |         |              |          |                                   |                                    | 2nd Year > 2401 to 3200 OJT Hours |              |          |                                   |        |
|--------|--|------------------------------------|---------|--------------|----------|-----------------------------------|------------------------------------|-----------------------------------|--------------|----------|-----------------------------------|--------|
|        |  | 1st Semester                       |         |              |          |                                   |                                    | 2nd Semester                      |              |          |                                   |        |
|        |  | 2nd Year 1st Sem Total Package 62% | Base    | Fringe Total | Training | Add'l Wage or Approved ERISA Plan | 2nd Year 2nd Sem Total Package 68% | Base                              | Fringe Total | Training | Add'l Wage or Approved ERISA Plan |        |
| 1      | Alameda                                      | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 2      | Alpine                                       | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 3      | Amador                                       | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 4      | Butte  | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 5      | Calaveras                                    | \$40.55                            | \$25.14 | \$16.34      | \$8.80   | \$2.00                            | \$6.80                             | \$27.57                           | \$17.92      | \$9.65   | \$2.00                            | \$7.65 |
| 6      | Colusa                                       | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 7      | Contra Costa                                 | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 8      | Del Norte                                    | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 9      | El Dorado                                    | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 10     | Fresno                                       | \$40.55                            | \$25.14 | \$16.34      | \$8.80   | \$2.00                            | \$6.80                             | \$27.57                           | \$17.92      | \$9.65   | \$2.00                            | \$7.65 |
| 11     | Glenn  | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 12     | Humboldt                                     | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 13     | Imperial                                     | \$38.65                            | \$23.96 | \$15.57      | \$8.39   | \$2.00                            | \$6.39                             | \$26.28                           | \$17.08      | \$9.20   | \$2.00                            | \$7.20 |
| 14     | Inyo   | \$38.35                            | \$23.78 | \$15.46      | \$8.32   | \$2.00                            | \$6.32                             | \$26.08                           | \$16.95      | \$9.13   | \$2.00                            | \$7.13 |
| 15     | Kern   | \$38.35                            | \$23.78 | \$15.46      | \$8.32   | \$2.00                            | \$6.32                             | \$26.08                           | \$16.95      | \$9.13   | \$2.00                            | \$7.13 |
| 16     | Kings  | \$40.55                            | \$25.14 | \$16.34      | \$8.80   | \$2.00                            | \$6.80                             | \$27.57                           | \$17.92      | \$9.65   | \$2.00                            | \$7.65 |
| 17     | Lake   | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 18     | Lassen                                       | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 19     | Los Angeles                                  | \$38.35                            | \$23.78 | \$15.46      | \$8.32   | \$2.00                            | \$6.32                             | \$26.08                           | \$16.95      | \$9.13   | \$2.00                            | \$7.13 |
| 20     | Madera                                       | \$40.55                            | \$25.14 | \$16.34      | \$8.80   | \$2.00                            | \$6.80                             | \$27.57                           | \$17.92      | \$9.65   | \$2.00                            | \$7.65 |
| 21     | Marin  | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 22     | Mariposa                                     | \$40.55                            | \$25.14 | \$16.34      | \$8.80   | \$2.00                            | \$6.80                             | \$27.57                           | \$17.92      | \$9.65   | \$2.00                            | \$7.65 |
| 23     | Mendocino                                    | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |

# Sound Communications Systems Installer Private Wage Effective March 2, 2011 through March 1, 2012

| County         | Total Journeyman Package as of March 1, 2011 | 3rd Year > 3201 to 4000 OJT Hours  |         |              |          |                                   |                                    | 3rd Year > 4001 to 4800 OJT Hours |              |          |                                   |  |
|----------------|--|------------------------------------|---------|--------------|----------|-----------------------------------|------------------------------------|-----------------------------------|--------------|----------|-----------------------------------|--|
|                |  | 1st Semester                       |         |              |          |                                   |                                    | 2nd Semester                      |              |          |                                   |  |
|                |  | 3rd Year 1st Sem Total Package 74% | Base    | Fringe Total | Training | Add'l Wage or Approved ERISA Plan | 3rd Year 2nd Sem Total Package 80% | Base                              | Fringe Total | Training | Add'l Wage or Approved ERISA Plan |  |
| 1 Alameda      | \$44.07                                      | \$32.61                            | \$21.20 | \$11.41      | \$2.00   | \$9.41                            | \$35.26                            | \$22.92                           | \$12.34      | \$2.00   | \$10.34                           |  |
| 2 Alpine       | \$37.74                                      | \$27.93                            | \$18.15 | \$9.78       | \$2.00   | \$7.78                            | \$30.19                            | \$19.62                           | \$10.57      | \$2.00   | \$8.57                            |  |
| 3 Amador       | \$37.74                                      | \$27.93                            | \$18.15 | \$9.78       | \$2.00   | \$7.78                            | \$30.19                            | \$19.62                           | \$10.57      | \$2.00   | \$8.57                            |  |
| 4 Butte        | \$37.74                                      | \$27.93                            | \$18.15 | \$9.78       | \$2.00   | \$7.78                            | \$30.19                            | \$19.62                           | \$10.57      | \$2.00   | \$8.57                            |  |
| 5 Calaveras    | \$40.55                                      | \$30.01                            | \$19.51 | \$10.50      | \$2.00   | \$8.50                            | \$32.44                            | \$21.09                           | \$11.35      | \$2.00   | \$9.35                            |  |
| 6 Colusa       | \$37.74                                      | \$27.93                            | \$18.15 | \$9.78       | \$2.00   | \$7.78                            | \$30.19                            | \$19.62                           | \$10.57      | \$2.00   | \$8.57                            |  |
| 7 Contra Costa | \$44.07                                      | \$32.61                            | \$21.20 | \$11.41      | \$2.00   | \$9.41                            | \$35.26                            | \$22.92                           | \$12.34      | \$2.00   | \$10.34                           |  |
| 8 Del Norte    | \$44.07                                      | \$32.61                            | \$21.20 | \$11.41      | \$2.00   | \$9.41                            | \$35.26                            | \$22.92                           | \$12.34      | \$2.00   | \$10.34                           |  |
| 9 El Dorado    | \$37.74                                      | \$27.93                            | \$18.15 | \$9.78       | \$2.00   | \$7.78                            | \$30.19                            | \$19.62                           | \$10.57      | \$2.00   | \$8.57                            |  |
| 10 Fresno      | \$40.55                                      | \$30.01                            | \$19.51 | \$10.50      | \$2.00   | \$8.50                            | \$32.44                            | \$21.09                           | \$11.35      | \$2.00   | \$9.35                            |  |
| 11 Glenn       | \$37.74                                      | \$27.93                            | \$18.15 | \$9.78       | \$2.00   | \$7.78                            | \$30.19                            | \$19.62                           | \$10.57      | \$2.00   | \$8.57                            |  |
| 12 Humboldt    | \$44.07                                      | \$32.61                            | \$21.20 | \$11.41      | \$2.00   | \$9.41                            | \$35.26                            | \$22.92                           | \$12.34      | \$2.00   | \$10.34                           |  |
| 13 Imperial    | \$38.65                                      | \$28.60                            | \$18.59 | \$10.01      | \$2.00   | \$8.01                            | \$30.92                            | \$20.10                           | \$10.82      | \$2.00   | \$8.82                            |  |
| 14 Inyo        | \$38.35                                      | \$28.38                            | \$18.45 | \$9.93       | \$2.00   | \$7.93                            | \$30.68                            | \$19.94                           | \$10.74      | \$2.00   | \$8.74                            |  |
| 15 Kern        | \$38.35                                      | \$28.38                            | \$18.45 | \$9.93       | \$2.00   | \$7.93                            | \$30.68                            | \$19.94                           | \$10.74      | \$2.00   | \$8.74                            |  |
| 16 Kings       | \$40.55                                      | \$30.01                            | \$19.51 | \$10.50      | \$2.00   | \$8.50                            | \$32.44                            | \$21.09                           | \$11.35      | \$2.00   | \$9.35                            |  |
| 17 Lake        | \$44.07                                      | \$32.61                            | \$21.20 | \$11.41      | \$2.00   | \$9.41                            | \$35.26                            | \$22.92                           | \$12.34      | \$2.00   | \$10.34                           |  |
| 18 Lassen      | \$37.74                                      | \$27.93                            | \$18.15 | \$9.78       | \$2.00   | \$7.78                            | \$30.19                            | \$19.62                           | \$10.57      | \$2.00   | \$8.57                            |  |
| 19 Los Angeles | \$38.35                                      | \$28.38                            | \$18.45 | \$9.93       | \$2.00   | \$7.93                            | \$30.68                            | \$19.94                           | \$10.74      | \$2.00   | \$8.74                            |  |
| 20 Madera      | \$40.55                                      | \$30.01                            | \$19.51 | \$10.50      | \$2.00   | \$8.50                            | \$32.44                            | \$21.09                           | \$11.35      | \$2.00   | \$9.35                            |  |
| 21 Marin       | \$44.07                                      | \$32.61                            | \$21.20 | \$11.41      | \$2.00   | \$9.41                            | \$35.26                            | \$22.92                           | \$12.34      | \$2.00   | \$10.34                           |  |
| 22 Mariposa    | \$40.55                                      | \$30.01                            | \$19.51 | \$10.50      | \$2.00   | \$8.50                            | \$32.44                            | \$21.09                           | \$11.35      | \$2.00   | \$9.35                            |  |
| 23 Mendocino   | \$44.07                                      | \$32.61                            | \$21.20 | \$11.41      | \$2.00   | \$9.41                            | \$35.26                            | \$22.92                           | \$12.34      | \$2.00   | \$10.34                           |  |

## Sound Communications Systems Installer Private Wage Effective March 2, 2011 through March 1, 2012

| County |                 | Total Journeyman Package as of March 1, 2011 | 1st Year > 0 to 800 OJT Hours      |         |              |          |                                   | 1st Year > 801 to 1600 OJT Hours   |         |              |          |                                   |
|--------|-----------------|--|------------------------------------|---------|--------------|----------|-----------------------------------|------------------------------------|---------|--------------|----------|-----------------------------------|
|        |                 |  | 1st Semester                       |         |              |          |                                   | 2nd Semester                       |         |              |          |                                   |
|        |                 |  | 1st Year 1st Sem Total Package 50% | Base    | Fringe Total | Training | Add'l Wage or Approved ERISA Plan | 1st Year 2nd Sem Total Package 56% | Base    | Fringe Total | Training | Add'l Wage or Approved ERISA Plan |
| 24     | Merced          | \$40.55                                      | \$20.28                            | \$13.18 | \$7.10       | \$2.00   | \$5.10                            | \$22.71                            | \$14.76 | \$7.95       | \$2.00   | \$5.95                            |
| 25     | Modoc           | \$40.55                                      | \$20.28                            | \$13.18 | \$7.10       | \$2.00   | \$5.10                            | \$22.71                            | \$14.76 | \$7.95       | \$2.00   | \$5.95                            |
| 26     | Mono            | \$38.35                                      | \$19.18                            | \$12.47 | \$6.71       | \$2.00   | \$4.71                            | \$21.48                            | \$13.96 | \$7.52       | \$2.00   | \$5.52                            |
| 27     | Monterey        | \$44.07                                      | \$22.04                            | \$14.33 | \$7.71       | \$2.00   | \$5.71                            | \$24.68                            | \$16.04 | \$8.64       | \$2.00   | \$6.64                            |
| 28     | Napa            | \$44.07                                      | \$22.04                            | \$14.33 | \$7.71       | \$2.00   | \$5.71                            | \$24.68                            | \$16.04 | \$8.64       | \$2.00   | \$6.64                            |
| 29     | Nevada          | \$37.74                                      | \$18.87                            | \$12.27 | \$6.60       | \$2.00   | \$4.60                            | \$21.13                            | \$13.73 | \$7.40       | \$2.00   | \$5.40                            |
| 30     | Orange          | \$38.28                                      | \$19.14                            | \$12.44 | \$6.70       | \$2.00   | \$4.70                            | \$21.44                            | \$13.94 | \$7.50       | \$2.00   | \$5.50                            |
| 31     | Placer          | \$37.74                                      | \$18.87                            | \$12.27 | \$6.60       | \$2.00   | \$4.60                            | \$21.13                            | \$13.73 | \$7.40       | \$2.00   | \$5.40                            |
| 32     | Plumas          | \$37.74                                      | \$18.87                            | \$12.27 | \$6.60       | \$2.00   | \$4.60                            | \$21.13                            | \$13.73 | \$7.40       | \$2.00   | \$5.40                            |
| 33     | Riverside       | \$38.35                                      | \$19.18                            | \$12.47 | \$6.71       | \$2.00   | \$4.71                            | \$21.48                            | \$13.96 | \$7.52       | \$2.00   | \$5.52                            |
| 34     | Sacramento      | \$37.74                                      | \$18.87                            | \$12.27 | \$6.60       | \$2.00   | \$4.60                            | \$21.13                            | \$13.73 | \$7.40       | \$2.00   | \$5.40                            |
| 35     | San Benito      | \$44.07                                      | \$22.04                            | \$14.33 | \$7.71       | \$2.00   | \$5.71                            | \$24.68                            | \$16.04 | \$8.64       | \$2.00   | \$6.64                            |
| 36     | San Bernardino  | \$38.35                                      | \$19.18                            | \$12.47 | \$6.71       | \$2.00   | \$4.71                            | \$21.48                            | \$13.96 | \$7.52       | \$2.00   | \$5.52                            |
| 37     | San Diego       | \$38.65                                      | \$19.33                            | \$12.56 | \$6.77       | \$2.00   | \$4.77                            | \$21.64                            | \$14.07 | \$7.57       | \$2.00   | \$5.57                            |
| 38     | San Francisco   | \$44.07                                      | \$22.04                            | \$14.33 | \$7.71       | \$2.00   | \$5.71                            | \$24.68                            | \$16.04 | \$8.64       | \$2.00   | \$6.64                            |
| 39     | San Joaquin     | \$40.55                                      | \$20.28                            | \$13.18 | \$7.10       | \$2.00   | \$5.10                            | \$22.71                            | \$14.76 | \$7.95       | \$2.00   | \$5.95                            |
| 40     | San Luis Obispo | \$38.35                                      | \$19.18                            | \$12.47 | \$6.71       | \$2.00   | \$4.71                            | \$21.48                            | \$13.96 | \$7.52       | \$2.00   | \$5.52                            |
| 41     | San Mateo       | \$44.07                                      | \$22.04                            | \$14.33 | \$7.71       | \$2.00   | \$5.71                            | \$24.68                            | \$16.04 | \$8.64       | \$2.00   | \$6.64                            |
| 42     | Santa Barbara   | \$38.35                                      | \$19.18                            | \$12.47 | \$6.71       | \$2.00   | \$4.71                            | \$21.48                            | \$13.96 | \$7.52       | \$2.00   | \$5.52                            |
| 43     | Santa Clara     | \$44.07                                      | \$22.04                            | \$14.33 | \$7.71       | \$2.00   | \$5.71                            | \$24.68                            | \$16.04 | \$8.64       | \$2.00   | \$6.64                            |
| 44     | Santa Cruz      | \$44.07                                      | \$22.04                            | \$14.33 | \$7.71       | \$2.00   | \$5.71                            | \$24.68                            | \$16.04 | \$8.64       | \$2.00   | \$6.64                            |
| 45     | Shasta          | \$37.74                                      | \$18.87                            | \$12.27 | \$6.60       | \$2.00   | \$4.60                            | \$21.13                            | \$13.73 | \$7.40       | \$2.00   | \$5.40                            |
| 46     | Sierra          | \$37.74                                      | \$18.87                            | \$12.27 | \$6.60       | \$2.00   | \$4.60                            | \$21.13                            | \$13.73 | \$7.40       | \$2.00   | \$5.40                            |

## Sound Communications Systems Installer Private Wage Effective March 2, 2011 through March 1, 2012

| County | Total Journeyman Package as of March 1, 2011 | 2nd Year > 1601 to 2400 OJT Hours  |         |              |          |                                   |                                    | 2nd Year > 2401 to 3200 OJT Hours |              |          |                                   |        |
|--------|--|------------------------------------|---------|--------------|----------|-----------------------------------|------------------------------------|-----------------------------------|--------------|----------|-----------------------------------|--------|
|        |  | 1st Semester                       |         |              |          |                                   |                                    | 2nd Semester                      |              |          |                                   |        |
|        |  | 2nd Year 1st Sem Total Package 62% | Base    | Fringe Total | Training | Add'l Wage or Approved ERISA Plan | 2nd Year 2nd Sem Total Package 68% | Base                              | Fringe Total | Training | Add'l Wage or Approved ERISA Plan |        |
| 24     | Merced                                       | \$40.55                            | \$25.14 | \$16.34      | \$8.80   | \$2.00                            | \$6.80                             | \$27.57                           | \$17.92      | \$9.65   | \$2.00                            | \$7.65 |
| 25     | Modoc  | \$40.55                            | \$25.14 | \$16.34      | \$8.80   | \$2.00                            | \$6.80                             | \$27.57                           | \$17.92      | \$9.65   | \$2.00                            | \$7.65 |
| 26     | Mono   | \$38.35                            | \$23.78 | \$15.46      | \$8.32   | \$2.00                            | \$6.32                             | \$26.08                           | \$16.95      | \$9.13   | \$2.00                            | \$7.13 |
| 27     | Monterey                                     | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 28     | Napa   | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 29     | Nevada                                       | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 30     | Orange                                       | \$38.28                            | \$23.73 | \$15.42      | \$8.31   | \$2.00                            | \$6.31                             | \$26.03                           | \$16.92      | \$9.11   | \$2.00                            | \$7.11 |
| 31     | Placer                                       | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 32     | Plumas                                       | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 33     | Riverside                                    | \$38.35                            | \$23.78 | \$15.46      | \$8.32   | \$2.00                            | \$6.32                             | \$26.08                           | \$16.95      | \$9.13   | \$2.00                            | \$7.13 |
| 34     | Sacramento                                   | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 35     | San Benito                                   | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 36     | San Bernardino                               | \$38.35                            | \$23.78 | \$15.46      | \$8.32   | \$2.00                            | \$6.32                             | \$26.08                           | \$16.95      | \$9.13   | \$2.00                            | \$7.13 |
| 37     | San Diego                                    | \$38.65                            | \$23.96 | \$15.57      | \$8.39   | \$2.00                            | \$6.39                             | \$26.28                           | \$17.08      | \$9.20   | \$2.00                            | \$7.20 |
| 38     | San Francisco                                | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 39     | San Joaquin                                  | \$40.55                            | \$25.14 | \$16.34      | \$8.80   | \$2.00                            | \$6.80                             | \$27.57                           | \$17.92      | \$9.65   | \$2.00                            | \$7.65 |
| 40     | San Luis Obispo                              | \$38.35                            | \$23.78 | \$15.46      | \$8.32   | \$2.00                            | \$6.32                             | \$26.08                           | \$16.95      | \$9.13   | \$2.00                            | \$7.13 |
| 41     | San Mateo                                    | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 42     | Santa Barbara                                | \$38.35                            | \$23.78 | \$15.46      | \$8.32   | \$2.00                            | \$6.32                             | \$26.08                           | \$16.95      | \$9.13   | \$2.00                            | \$7.13 |
| 43     | Santa Clara                                  | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 44     | Santa Cruz                                   | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 45     | Shasta                                       | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 46     | Sierra                                       | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |

## Sound Communications Systems Installer Private Wage Effective March 2, 2011 through March 1, 2012

| County | Total Journeyman Package as of March 1, 2011 | 3rd Year > 3201 to 4000 OJT Hours  |         |              |          |                                   |                                    | 3rd Year > 4001 to 4800 OJT Hours |              |          |                                   |         |
|--------|--|------------------------------------|---------|--------------|----------|-----------------------------------|------------------------------------|-----------------------------------|--------------|----------|-----------------------------------|---------|
|        |  | 1st Semester                       |         |              |          |                                   |                                    | 2nd Semester                      |              |          |                                   |         |
|        |  | 3rd Year 1st Sem Total Package 74% | Base    | Fringe Total | Training | Add'l Wage or Approved ERISA Plan | 3rd Year 2nd Sem Total Package 80% | Base                              | Fringe Total | Training | Add'l Wage or Approved ERISA Plan |         |
| 24     | Merced                                       | \$40.55                            | \$30.01 | \$19.51      | \$10.50  | \$2.00                            | \$8.50                             | \$32.44                           | \$21.09      | \$11.35  | \$2.00                            | \$9.35  |
| 25     | Modoc  | \$40.55                            | \$30.01 | \$19.51      | \$10.50  | \$2.00                            | \$8.50                             | \$32.44                           | \$21.09      | \$11.35  | \$2.00                            | \$9.35  |
| 26     | Mono   | \$38.35                            | \$28.38 | \$18.45      | \$9.93   | \$2.00                            | \$7.93                             | \$30.68                           | \$19.94      | \$10.74  | \$2.00                            | \$8.74  |
| 27     | Monterey                                     | \$44.07                            | \$32.61 | \$21.20      | \$11.41  | \$2.00                            | \$9.41                             | \$35.26                           | \$22.92      | \$12.34  | \$2.00                            | \$10.34 |
| 28     | Napa   | \$44.07                            | \$32.61 | \$21.20      | \$11.41  | \$2.00                            | \$9.41                             | \$35.26                           | \$22.92      | \$12.34  | \$2.00                            | \$10.34 |
| 29     | Nevada                                       | \$37.74                            | \$27.93 | \$18.15      | \$9.78   | \$2.00                            | \$7.78                             | \$30.19                           | \$19.62      | \$10.57  | \$2.00                            | \$8.57  |
| 30     | Orange                                       | \$38.28                            | \$28.33 | \$18.41      | \$9.92   | \$2.00                            | \$7.92                             | \$30.62                           | \$19.90      | \$10.72  | \$2.00                            | \$8.72  |
| 31     | Placer                                       | \$37.74                            | \$27.93 | \$18.15      | \$9.78   | \$2.00                            | \$7.78                             | \$30.19                           | \$19.62      | \$10.57  | \$2.00                            | \$8.57  |
| 32     | Plumas                                       | \$37.74                            | \$27.93 | \$18.15      | \$9.78   | \$2.00                            | \$7.78                             | \$30.19                           | \$19.62      | \$10.57  | \$2.00                            | \$8.57  |
| 33     | Riverside                                    | \$38.35                            | \$28.38 | \$18.45      | \$9.93   | \$2.00                            | \$7.93                             | \$30.68                           | \$19.94      | \$10.74  | \$2.00                            | \$8.74  |
| 34     | Sacramento                                   | \$37.74                            | \$27.93 | \$18.15      | \$9.78   | \$2.00                            | \$7.78                             | \$30.19                           | \$19.62      | \$10.57  | \$2.00                            | \$8.57  |
| 35     | San Benito                                   | \$44.07                            | \$32.61 | \$21.20      | \$11.41  | \$2.00                            | \$9.41                             | \$35.26                           | \$22.92      | \$12.34  | \$2.00                            | \$10.34 |
| 36     | San Bernardino                               | \$38.35                            | \$28.38 | \$18.45      | \$9.93   | \$2.00                            | \$7.93                             | \$30.68                           | \$19.94      | \$10.74  | \$2.00                            | \$8.74  |
| 37     | San Diego                                    | \$38.65                            | \$28.60 | \$18.59      | \$10.01  | \$2.00                            | \$8.01                             | \$30.92                           | \$20.10      | \$10.82  | \$2.00                            | \$8.82  |
| 38     | San Francisco                                | \$44.07                            | \$32.61 | \$21.20      | \$11.41  | \$2.00                            | \$9.41                             | \$35.26                           | \$22.92      | \$12.34  | \$2.00                            | \$10.34 |
| 39     | San Joaquin                                  | \$40.55                            | \$30.01 | \$19.51      | \$10.50  | \$2.00                            | \$8.50                             | \$32.44                           | \$21.09      | \$11.35  | \$2.00                            | \$9.35  |
| 40     | San Luis Obispo                              | \$38.35                            | \$28.38 | \$18.45      | \$9.93   | \$2.00                            | \$7.93                             | \$30.68                           | \$19.94      | \$10.74  | \$2.00                            | \$8.74  |
| 41     | San Mateo                                    | \$44.07                            | \$32.61 | \$21.20      | \$11.41  | \$2.00                            | \$9.41                             | \$35.26                           | \$22.92      | \$12.34  | \$2.00                            | \$10.34 |
| 42     | Santa Barbara                                | \$38.35                            | \$28.38 | \$18.45      | \$9.93   | \$2.00                            | \$7.93                             | \$30.68                           | \$19.94      | \$10.74  | \$2.00                            | \$8.74  |
| 43     | Santa Clara                                  | \$44.07                            | \$32.61 | \$21.20      | \$11.41  | \$2.00                            | \$9.41                             | \$35.26                           | \$22.92      | \$12.34  | \$2.00                            | \$10.34 |
| 44     | Santa Cruz                                   | \$44.07                            | \$32.61 | \$21.20      | \$11.41  | \$2.00                            | \$9.41                             | \$35.26                           | \$22.92      | \$12.34  | \$2.00                            | \$10.34 |
| 45     | Shasta                                       | \$37.74                            | \$27.93 | \$18.15      | \$9.78   | \$2.00                            | \$7.78                             | \$30.19                           | \$19.62      | \$10.57  | \$2.00                            | \$8.57  |
| 46     | Sierra                                       | \$37.74                            | \$27.93 | \$18.15      | \$9.78   | \$2.00                            | \$7.78                             | \$30.19                           | \$19.62      | \$10.57  | \$2.00                            | \$8.57  |

## Sound Communications Systems Installer Private Wage Effective March 2, 2011 through March 1, 2012

| County | Total Journeyman Package as of March 1, 2011 | 1st Year > 0 to 800 OJT Hours      |         |              |          |                                   |                                    | 1st Year > 801 to 1600 OJT Hours |              |          |                                   |        |
|--------|--|------------------------------------|---------|--------------|----------|-----------------------------------|------------------------------------|----------------------------------|--------------|----------|-----------------------------------|--------|
|        |  | 1st Semester                       |         |              |          |                                   |                                    | 2nd Semester                     |              |          |                                   |        |
|        |  | 1st Year 1st Sem Total Package 50% | Base    | Fringe Total | Training | Add'l Wage or Approved ERISA Plan | 1st Year 2nd Sem Total Package 56% | Base                             | Fringe Total | Training | Add'l Wage or Approved ERISA Plan |        |
| 47     | Siskiyou                                     | \$40.55                            | \$20.28 | \$13.18      | \$7.10   | \$2.00                            | \$5.10                             | \$22.71                          | \$14.76      | \$7.95   | \$2.00                            | \$5.95 |
| 48     | Solano                                       | \$44.07                            | \$22.04 | \$14.33      | \$7.71   | \$2.00                            | \$5.71                             | \$24.68                          | \$16.04      | \$8.64   | \$2.00                            | \$6.64 |
| 49     | Sonoma                                       | \$44.07                            | \$22.04 | \$14.33      | \$7.71   | \$2.00                            | \$5.71                             | \$24.68                          | \$16.04      | \$8.64   | \$2.00                            | \$6.64 |
| 50     | Stanislaus                                   | \$40.55                            | \$20.28 | \$13.18      | \$7.10   | \$2.00                            | \$5.10                             | \$22.71                          | \$14.76      | \$7.95   | \$2.00                            | \$5.95 |
| 51     | Sutter                                       | \$37.74                            | \$18.87 | \$12.27      | \$6.60   | \$2.00                            | \$4.60                             | \$21.13                          | \$13.73      | \$7.40   | \$2.00                            | \$5.40 |
| 52     | Tehama                                       | \$37.74                            | \$18.87 | \$12.27      | \$6.60   | \$2.00                            | \$4.60                             | \$21.13                          | \$13.73      | \$7.40   | \$2.00                            | \$5.40 |
| 53     | Trinity                                      | \$37.74                            | \$18.87 | \$12.27      | \$6.60   | \$2.00                            | \$4.60                             | \$21.13                          | \$13.73      | \$7.40   | \$2.00                            | \$5.40 |
| 54     | Tulare                                       | \$40.55                            | \$20.28 | \$13.18      | \$7.10   | \$2.00                            | \$5.10                             | \$22.71                          | \$14.76      | \$7.95   | \$2.00                            | \$5.95 |
| 55     | Tuolumne                                     | \$40.55                            | \$20.28 | \$13.18      | \$7.10   | \$2.00                            | \$5.10                             | \$22.71                          | \$14.76      | \$7.95   | \$2.00                            | \$5.95 |
| 56     | Ventura                                      | \$38.35                            | \$19.18 | \$12.47      | \$6.71   | \$2.00                            | \$4.71                             | \$21.48                          | \$13.96      | \$7.52   | \$2.00                            | \$5.52 |
| 57     | Yolo   | \$37.74                            | \$18.87 | \$12.27      | \$6.60   | \$2.00                            | \$4.60                             | \$21.13                          | \$13.73      | \$7.40   | \$2.00                            | \$5.40 |
| 58     | Yuba   | \$37.74                            | \$18.87 | \$12.27      | \$6.60   | \$2.00                            | \$4.60                             | \$21.13                          | \$13.73      | \$7.40   | \$2.00                            | \$5.40 |

## Sound Communications Systems Installer Private Wage Effective March 2, 2011 through March 1, 2012

| County | Total Journeyman Package as of March 1, 2011 | 2nd Year > 1601 to 2400 OJT Hours  |         |              |          |                                   |                                    | 2nd Year > 2401 to 3200 OJT Hours |              |          |                                   |        |
|--------|--|------------------------------------|---------|--------------|----------|-----------------------------------|------------------------------------|-----------------------------------|--------------|----------|-----------------------------------|--------|
|        |  | 1st Semester                       |         |              |          |                                   |                                    | 2nd Semester                      |              |          |                                   |        |
|        |  | 2nd Year 1st Sem Total Package 62% | Base    | Fringe Total | Training | Add'l Wage or Approved ERISA Plan | 2nd Year 2nd Sem Total Package 68% | Base                              | Fringe Total | Training | Add'l Wage or Approved ERISA Plan |        |
| 47     | Siskiyou                                     | \$40.55                            | \$25.14 | \$16.34      | \$8.80   | \$2.00                            | \$6.80                             | \$27.57                           | \$17.92      | \$9.65   | \$2.00                            | \$7.65 |
| 48     | Solano                                       | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 49     | Sonoma                                       | \$44.07                            | \$27.32 | \$17.76      | \$9.56   | \$2.00                            | \$7.56                             | \$29.97                           | \$19.48      | \$10.49  | \$2.00                            | \$8.49 |
| 50     | Stanislaus                                   | \$40.55                            | \$25.14 | \$16.34      | \$8.80   | \$2.00                            | \$6.80                             | \$27.57                           | \$17.92      | \$9.65   | \$2.00                            | \$7.65 |
| 51     | Sutter                                       | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 52     | Tehama                                       | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 53     | Trinity                                      | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 54     | Tulare                                       | \$40.55                            | \$25.14 | \$16.34      | \$8.80   | \$2.00                            | \$6.80                             | \$27.57                           | \$17.92      | \$9.65   | \$2.00                            | \$7.65 |
| 55     | Tuolumne                                     | \$40.55                            | \$25.14 | \$16.34      | \$8.80   | \$2.00                            | \$6.80                             | \$27.57                           | \$17.92      | \$9.65   | \$2.00                            | \$7.65 |
| 56     | Ventura                                      | \$38.35                            | \$23.78 | \$15.46      | \$8.32   | \$2.00                            | \$6.32                             | \$26.08                           | \$16.95      | \$9.13   | \$2.00                            | \$7.13 |
| 57     | Yolo   | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |
| 58     | Yuba   | \$37.74                            | \$23.40 | \$15.21      | \$8.19   | \$2.00                            | \$6.19                             | \$25.66                           | \$16.68      | \$8.98   | \$2.00                            | \$6.98 |

## Sound Communications Systems Installer Private Wage Effective March 2, 2011 through March 1, 2012

| County | Total Journeyman Package as of March 1, 2011 | 3rd Year > 3201 to 4000 OJT Hours  |         |              |          |                                   |                                    | 3rd Year > 4001 to 4800 OJT Hours |              |          |                                   |         |
|--------|--|------------------------------------|---------|--------------|----------|-----------------------------------|------------------------------------|-----------------------------------|--------------|----------|-----------------------------------|---------|
|        |  | 1st Semester                       |         |              |          |                                   |                                    | 2nd Semester                      |              |          |                                   |         |
|        |  | 3rd Year 1st Sem Total Package 74% | Base    | Fringe Total | Training | Add'l Wage or Approved ERISA Plan | 3rd Year 2nd Sem Total Package 80% | Base                              | Fringe Total | Training | Add'l Wage or Approved ERISA Plan |         |
| 47     | Siskiyou                                     | \$40.55                            | \$30.01 | \$19.51      | \$10.50  | \$2.00                            | \$8.50                             | \$32.44                           | \$21.09      | \$11.35  | \$2.00                            | \$9.35  |
| 48     | Solano                                       | \$44.07                            | \$32.61 | \$21.20      | \$11.41  | \$2.00                            | \$9.41                             | \$35.26                           | \$22.92      | \$12.34  | \$2.00                            | \$10.34 |
| 49     | Sonoma                                       | \$44.07                            | \$32.61 | \$21.20      | \$11.41  | \$2.00                            | \$9.41                             | \$35.26                           | \$22.92      | \$12.34  | \$2.00                            | \$10.34 |
| 50     | Stanislaus                                   | \$40.55                            | \$30.01 | \$19.51      | \$10.50  | \$2.00                            | \$8.50                             | \$32.44                           | \$21.09      | \$11.35  | \$2.00                            | \$9.35  |
| 51     | Sutter                                       | \$37.74                            | \$27.93 | \$18.15      | \$9.78   | \$2.00                            | \$7.78                             | \$30.19                           | \$19.62      | \$10.57  | \$2.00                            | \$8.57  |
| 52     | Tehama                                       | \$37.74                            | \$27.93 | \$18.15      | \$9.78   | \$2.00                            | \$7.78                             | \$30.19                           | \$19.62      | \$10.57  | \$2.00                            | \$8.57  |
| 53     | Trinity                                      | \$37.74                            | \$27.93 | \$18.15      | \$9.78   | \$2.00                            | \$7.78                             | \$30.19                           | \$19.62      | \$10.57  | \$2.00                            | \$8.57  |
| 54     | Tulare                                       | \$40.55                            | \$30.01 | \$19.51      | \$10.50  | \$2.00                            | \$8.50                             | \$32.44                           | \$21.09      | \$11.35  | \$2.00                            | \$9.35  |
| 55     | Tuolumne                                     | \$40.55                            | \$30.01 | \$19.51      | \$10.50  | \$2.00                            | \$8.50                             | \$32.44                           | \$21.09      | \$11.35  | \$2.00                            | \$9.35  |
| 56     | Ventura                                      | \$38.35                            | \$28.38 | \$18.45      | \$9.93   | \$2.00                            | \$7.93                             | \$30.68                           | \$19.94      | \$10.74  | \$2.00                            | \$8.74  |
| 57     | Yolo   | \$37.74                            | \$27.93 | \$18.15      | \$9.78   | \$2.00                            | \$7.78                             | \$30.19                           | \$19.62      | \$10.57  | \$2.00                            | \$8.57  |
| 58     | Yuba   | \$37.74                            | \$27.93 | \$18.15      | \$9.78   | \$2.00                            | \$7.78                             | \$30.19                           | \$19.62      | \$10.57  | \$2.00                            | \$8.57  |