



**Office of Equality Assurance  
Wage Determination**

**CONTRACT: RECYCLE PLUS -- SOLID WASTE COLLECTION AND  
RECYCLABLE MATERIALS COLLECTION**

<b>Classification</b>	<b>Basic Hourly Pay Rate</b>	<b>Medical Benefit</b>	<b>Pension Benefit</b>	<b>Total Hourly Pay</b>
Garbage Driver	\$21.31	\$3.11	\$3.17	\$27.59
Recycle Driver	\$21.31	\$3.11	\$3.17	\$27.59

<b>Additional Benefits*</b>		
Paid Vacation Days	After 1 year	7 Days – 56 Hours
	After 5 years	15 Days – 120 Hours
	After 10 years	20 Days – 160 Hours
	After 15 years	25 Days – 200 Hours
	After 20 years	30 Days – 240 Hours
	After 25 years	35 Days – 280 Hours
	After 30 years	40 Days – 320 Hours
Paid Sick Leave	Eleven (11) paid Sick Days	
Paid Holidays	Twelve (12) paid Holidays	
	If worked, holiday pay shall be at one and one-half (1 1/2) times the regular rate of pay, unless the holiday is the seventh consecutive work day when the rate shall be at the rate of double time.	
NOTE: Pursuant to the Labor Code and/or City Resolution, the awarding body is responsible for determining classifications to be used on Construction, Maintenance, Service and other contracts subject to prevailing wage and/or living wage requirements. Upon award of contract, the successful contractor/service provider may be required to submit certified payrolls if requested by the Office of Equality Assurance.		

\* The full amount of the total hourly wage must be paid directly to the worker, UNLESS the Contractor is making payments to a benefit plan. If the Contractor is making payments to a benefit plan, but the benefits being paid do not add up to the full amount of benefits listed above, the Contractor must pay the difference directly to the worker.

**Overtime:** The work day shall consist of eight (8) hours within eight and one-half (8-1/2) hours. The work week shall consist of five (5) days within seven (7) days commencing at 12:01 a.m. Monday. All employees over the age of 18 who perform work in excess of forty (40) hours per week, or on the sixth consecutive day shall be paid for at a rate of time and one-half (1 1/2) the employee's regular rate of pay. All work performed on the seventh consecutive day shall be paid at the double time rate.

**Recognized Holidays:** New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day. Three additional holidays are to be determined by employer.

RATES WILL BE SUBJECT TO ANNUAL ADJUSTMENT. (Adjustments will be based on the Consumer Price Index, All Items, for all Urban Consumers [CPI-U] for San Francisco-Oakland-San Jose)

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Issue Date 6/1/2000