

2016-05-24 09:20

1

1 &gt;&gt; islaus Superior P 1/2

**STATE OF CALIFORNIA****Edmund G. Brown Jr., Governor****DEPARTMENT OF INDUSTRIAL RELATIONS**Office of the Director - Research Unit  
455 Golden Gate Avenue, 9<sup>th</sup> Floor  
San Francisco, CA 94102MAILING ADDRESS:  
P. O. Box 420603  
San Francisco, CA 94142-0603

December 22, 2015

**IMPORTANT NOTICE  
TO AWARING BODIES AND INTERESTED PARTIES REGARDING  
THE PREVAILING WAGE RATES BELOW THE CALIFORNIA MINIMUM WAGE  
FOR CUSTODIAL OR JANITORIAL EMPLOYEES**

In accordance with Public Utilities Code Section 465(d), the Director of the Department of Industrial Relations is responsible for determining the prevailing wage rates for custodial or janitorial employees in accordance with the standards set forth in Section 1773 of the Labor Code.

Effective on January 1, 2016, the minimum wage in California will increase to ten dollars (\$10.00) per hour. The Director's prevailing wage determinations shall not be below the California minimum wage. Each employer is required to pay at least the California minimum wage for the basic hourly rate in all cases where the published prevailing wage rate is below the California minimum wage. Any and all employer payments required by these determinations must also be paid.

If the California minimum wage is increased in the future to an amount above that shown in a prevailing wage determination, the basic hourly rate in that determination automatically increases to the new minimum wage.

2016-05-24 09:20

1

1 &gt;&gt; islaus Superior P 2/2

**GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL  
RELATIONS PURSUANT TO CALIFORNIA PUBLIC UTILITIES CODE, SECTIONS 465, 466 AND 467**

Issue Date of Determination: June 21, 2014

Determination: STA-2014-1  
Supersedes Det: STA-2008-1

Expiration Date of Determination: December 31, 2015\*\*. The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Office of the Director - Research Unit for specific rates at (415) 703-4774.

Locality: Stanislaus County

Craft: Janitor/Cleaner

Wage Rates:	Classification	Basic Hourly Rate
	Janitor	\$9.00

Employer Payments: (Public Utilities Code Section 465)

**Paid Vacation:** Three (3) days after 1 (one) year of service or \$0.10 per hour, five (5) days after three (3) years of service or \$0.17 per hour, ten (10) days after six (6) years of service or \$0.35 per hour.

**Recognized Holidays:** New Year's Day, Dr. Martin Luther King, Jr. Day, Lincoln Birthday, Presidents Day, Cesar Chavez Day, Memorial Day, Independence Day, Labor Day, Admission Day, Columbus Day, Veterans Day, Thanksgiving Day, Christmas Day, and Good Friday from 12 noon to 3 p.m. (Government Code Section 6700)

**Straight-time Hours:** Eight (8) hours per day.

**Overtime Rate:** Pursuant to Title 8 of the Code of Regulations (Industrial Welfare Commission Order No. 5-2001), the following overtime provisions are applicable to employees 18 years of age or over and to employees 16 or 17 years of age who are not required by law to attend school and are not otherwise prohibited by law from engaging in the subject work. Such employees shall not be employed more than eight (8) hours in any workday or more than 40 hours in any workweek unless the employee receives one and one-half (1 1/2) times such employee's regular rate of pay for all hours worked over 40 hours in the workweek. Eight (8) hours of labor constitutes a day's work. Employment beyond eight (8) hours in any workday or more than six (6) days in any workweek is permissible provided the employee is compensated for such overtime at not less than:

(a) One and one-half (1 1/2) times the employee's regular rate of pay for all hours worked in excess of eight (8) hours up to and including twelve (12) hours in any workday, and for the first eight (8) hours worked on the seventh (7<sup>th</sup>) consecutive day of work in a workweek; and

(b) Double the employee's regular rate of pay for all hours worked in excess of 12 hours in any workday and for all hours worked in excess of eight (8) hours on the seventh (7<sup>th</sup>) consecutive day of work in a workweek.

(c) The overtime rate of compensation required to be paid to a nonexempt full-time salaried employee shall be computed by using the employee's regular hourly salary as one fortieth (1/40) of the employee's weekly salary.

\*\* Effective on January 1, 2016, the Basic Hourly Rate (California minimum wage) will increase to \$10.00 per hour.