

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1

Craft: Landscape Maintenance Laborer

(Applies Only to Routine Landscape Maintenance Work, Not New Landscape Construction) ¹

Determination:

NC-LML-2025-1

Issue Date:

February 22, 2025

Expiration date of determination:

March 31, 2025* Effective until superseded by a new determination issued by the Director of Industrial Relations. Contact the Office of the Director – Research Unit (415) 703-4774 for the new rates after 10 days from the expiration date, if no subsequent determination is issued.

Wages and Employer Payments:

Locality	Basic Hourly Rate	Health and Welfare	Pension	Vacation	Holiday	Training	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X)
Alameda	\$16.50	\$0.43	\$0.00	\$0.14 ^a	\$0.24	\$0.00	8.0	\$17.31 ^b	\$25.56 ^b
Alpine, El Dorado	\$16.50	\$0.00	\$0.00	\$0.12	\$0.14	\$0.00	8.0	\$16.76	\$25.01
	\$16.50	\$0.00	\$0.00	\$0.14	\$0.16	\$0.00	8.0	\$16.80	\$25.05
Amador	\$16.50	\$0.00	\$0.00	\$0.16	\$0.06	\$0.00	8.0	\$16.72	\$24.97
Butte, Glenn and Plumas	\$16.50	\$0.16	\$0.00	\$0.13 ^c	\$0.05	\$0.00	8.0	\$16.84 ^b	\$25.09 ^b
Calaveras	\$16.50	\$0.00	\$0.00	\$0.10	\$0.12	\$0.00	8.0	\$16.72	\$24.97
Colusa and Sutter	\$16.50	\$0.00	\$0.00	\$0.12	\$0.14	\$0.00	8.0	\$16.76	\$25.01
	\$16.50	\$0.00	\$0.00	\$0.14	\$0.16	\$0.00	8.0	\$16.80	\$25.05
Contra Costa	\$16.50	\$0.00	\$0.00	\$0.00	\$0.12	\$0.00	8.0	\$16.62	\$24.87
Del Norte and Humboldt	\$16.50	\$0.00	\$0.00	\$0.25	\$0.07	\$0.00	8.0	\$16.82	\$25.07
Fresno	\$16.50	\$0.00	\$0.00	\$0.11	\$0.00	\$0.00	8.0	\$16.61	\$24.86
	\$16.50	\$0.00	\$0.00	\$0.19 ^d	\$0.19	\$0.00	8.0	\$16.88 ^b	\$25.13 ^b
Kings	\$16.50	\$0.00	\$0.00	\$0.25 ^e	\$0.25	\$0.00	8.0	\$17.00 ^b	\$25.25 ^b
Lake and Mendocino	\$16.50	\$0.00	\$0.00	\$0.13 ^f	\$0.03	\$0.00	8.0	\$16.66 ^b	\$24.91 ^b
	\$16.50	\$0.00	\$0.00	\$0.14 ^g	\$0.03	\$0.00	8.0	\$16.67 ^b	\$24.92 ^b
Lassen, Modoc, Shasta, Siskiyou and Trinity	\$16.50	\$0.00	\$0.00	\$0.31	\$0.09	\$0.00	8.0	\$16.90	\$25.15
Madera, Mariposa and Merced	\$16.50	\$0.00	\$0.00	\$0.115	\$0.115	\$0.00	8.0	\$16.73	\$24.98
Marin	\$16.50	\$0.00	\$0.00	\$0.00	\$0.12	\$0.00	8.0	\$16.62	\$24.87
Monterey	\$16.50	\$0.00	\$0.00	\$0.14	\$0.22	\$0.00	8.0	\$16.86	\$25.11
	\$16.50	\$0.00	\$0.00	\$0.16	\$0.25	\$0.00	8.0	\$16.91	\$25.16

Locality	Basic Hourly Rate	Health and Welfare	Pension	Vacation	Holiday	Training	Hours	Total Hourly Rate	Overtime Hourly Rate (1 ½ X)
Napa	\$16.50	\$0.00	\$0.00	\$0.11 ^h	\$0.14	\$0.00	8.0	\$16.75	\$25.00
Nevada and Sierra	\$16.50	\$0.00	\$0.00	\$0.16	\$0.19	\$0.00	8.0	\$16.85	\$25.10
Placer	\$16.50	\$0.00	\$0.00	\$0.12	\$0.14	\$0.00	8.0	\$16.76	\$25.01
Sacramento	\$16.50	\$0.00	\$0.00	\$0.16	\$0.00	\$0.00	8.0	\$16.66	\$24.91
	\$16.50	\$0.00	\$0.00	\$0.15	\$0.00	\$0.00	8.0	\$16.65	\$24.90
San Benito	\$16.50	\$0.00	\$0.00	\$0.15 ⁱ	\$0.18	\$0.00	8.0	\$16.83 ^b	\$25.08 ^b
San Francisco	\$16.50	\$0.00	\$0.00	\$0.17	\$0.17	\$0.00	8.0	\$16.84	\$25.09
San Joaquin	\$16.50	\$0.37	\$0.00	\$0.12 ^j	\$0.12	\$0.00	8.0	\$17.11 ^b	\$25.36 ^b
San Mateo	\$16.50	\$0.43	\$0.00	\$0.12 ^k	\$0.14	\$0.00	8.0	\$17.19 ^b	\$25.44 ^b
	\$16.50	\$0.00	\$0.00	\$0.13 ^l	\$0.17	\$0.00	8.0	\$16.80 ^b	\$25.05 ^b
Santa Clara	\$16.50	\$0.03	\$0.00	\$0.13 ^m	\$0.18	\$0.00	8.0	\$16.84 ^b	\$25.09 ^b
Santa Cruz	\$16.50	\$0.00	\$0.00	\$0.16	\$0.00	\$0.00	8.0	\$16.66	\$24.91
	\$16.50	\$0.00	\$0.00	\$0.19	\$0.00	\$0.00	8.0	\$16.69	\$24.94
Solano	\$16.50	\$0.00	\$0.00	\$0.00	\$0.07	\$0.00	8.0	\$16.57	\$24.82
Sonoma	\$16.50	\$0.00	\$0.00	\$0.13 ⁿ	\$0.16	\$0.00	8.0	\$16.79 ^b	\$25.04 ^b
	\$16.50	\$0.38	\$0.00	\$0.15 ^o	\$0.19	\$0.00	8.0	\$17.22 ^b	\$25.47 ^b
Stanislaus and Tuolumne	\$16.50	\$0.00	\$0.00	\$0.115	\$0.14	\$0.00	8.0	\$16.755	\$25.005
	\$16.50	\$0.00	\$0.00	\$0.13 ^p	\$0.11	\$0.00	8.0	\$16.74 ^b	\$24.99 ^b
Tehama	\$16.50	\$0.00	\$0.00	\$0.12	\$0.19	\$0.00	8.0	\$16.81	\$25.06
Tulare	\$16.50	\$0.69	\$0.00	\$0.12 ^q	\$0.00	\$0.00	8.0	\$17.31 ^b	\$25.56 ^b
Yolo	\$16.50	\$0.00	\$0.00	\$0.00	\$0.14	\$0.00	8.0	\$16.64	\$24.89
	\$16.50	\$0.00	\$0.00	\$0.00	\$0.19	\$0.00	8.0	\$16.69	\$24.94
Yuba	\$16.50	\$0.00	\$0.00	\$0.14	\$0.16	\$0.00	8.0	\$16.80	\$25.05

NOTE:

If there are two rates, the first rate is for routine work, the second rate is for complex work.

Recognized holidays:

Holidays upon which the general prevailing hourly wage rate for Holiday work shall be paid, shall be all holidays in the collective bargaining agreement, applicable to the particular craft, classification, or type of worker employed on the project, which is on file with the Director of Industrial Relations. If the prevailing rate is not based on a collectively bargained rate, the holidays upon which the prevailing rate shall be paid shall be as provided in Section 6700 of the Government Code. You may obtain the holiday provisions for the current determinations on the [Director's General Prevailing Wage Determinations Website](http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm) (<http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>). Holiday provisions for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

Travel and/or subsistence payment:

In accordance with Labor Code Sections 1773.1 and 1773.9, contractors shall make travel and/or subsistence payments to each worker to execute the work. You may obtain the travel and/or subsistence provisions for the current determinations on the [Director's General Prevailing Wage Determinations Website](http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm) (<http://www.dir.ca.gov/OPRL/DPreWageDetermination.htm>). Travel and/or subsistence requirements for current or superseded determinations may be obtained by contacting the Office of the Director – Research Unit at (415) 703-4774.

¹ This determination does not apply to work of a landscape laborer employed on landscape construction (work incidental to construction or post-construction maintenance during the plant installation and establishment period). The following is a description of the landscape work cover under this determination:

ROUTINE – mowing, watering, pruning, trimming, weeding, spraying, occasional planting and replacement of plants and janitorial work incidental to such landscape maintenance.

COMPLEX – servicing of irrigation and sprinkler systems, repairing of equipment use in such landscape maintenance.

^a \$0.20 after 3 years of service; \$0.27 after 5 years of service.

^b Computation is based on first years of employment. This rate should be increased by any applicable vacation increase as stated in other footnotes.

^c \$0.25 after 7 years of service.

^d \$0.38 after 3 years of service.

^e \$0.37 after 5 years of service; \$0.49 after 15 years of service.

^f \$0.19 after 1 year of service; \$0.25 after 2 years of service.

^g \$0.22 after 1 year of service; \$0.29 after 2 years of service.

^h \$0.23 after 7 years of service.

ⁱ \$0.31 after 5 years of service.

^j \$0.24 after 5 years of service.

^k \$0.23 after 2 years of service; \$0.35 after 6 years of service.

^l \$0.26 after 1 years of service; \$0.39 after 5 years of service.

^m \$0.27 after 1 years of service; \$0.40 after 5 years of service.

ⁿ \$0.26 after 7 years of service.

^o \$0.31 after 3 years of service; \$0.46 after 7 years of service.

^p \$0.27 after 1 years of service; \$0.40 after 5 years of service.

^q \$0.23 after 2 years of service.