

OPERATING ENGINEERS / Effective July 1, 2024 - June 30, 2025

Fringe Benefit Contributions:	
Health & Welfare	\$13.20
Pension	\$10.65
Vacation	\$3.25
Supp. Dues	\$1.70
Apprenticeship Training	\$1.10
E.C.C.C. (Engineering Contract Compliance Committee)	\$0.15
S.D.C.A.F. (San Diego Construction Advancement Fund)	\$0.14
Southern California Partnership for Jobs	\$0.10
Defined Contribution Plan (Annuity)	\$6.00
TOTAL FRINGES	\$36.29

INCREASES

WAGES = \$2.50

H & W = \$0.35

PENSION = \$0.50

DEFINED CON. PLAN= \$0.50

SUPP DUES= \$0.10

APP. TRAINING = \$0.05

TOTAL = \$4.00

General Engineering	REGULAR SHIFT RATE	SPECIAL SHIFT RATE	MULTIPLE SHIFT RATE	SPECIAL SUN.-THURS. SHIFT	TOTAL FRINGES	REGULAR SHIFT WITH FRINGES	SPECIAL SHIFT WITH FRINGES	MULT-SHIFT WITH FRINGES	SPECIAL SUN.- THURS. SHIFT WITH FRINGES
	A-1	A-2	A-3	A-4		A-1	A-2	A-3	A-4
Appendix A-1 thru A-3									
GROUP I	\$56.40	\$57.40	\$57.40	\$59.40	\$36.29	\$92.69	\$93.69	\$93.69	\$95.69
GROUP II	\$57.18	\$58.18	\$58.18	\$60.18	\$36.29	\$93.47	\$94.47	\$94.47	\$96.47
GROUP III	\$57.47	\$58.47	\$58.47	\$60.47	\$36.29	\$93.76	\$94.76	\$94.76	\$96.76
GROUP IV	\$58.96	\$59.96	\$59.96	\$61.96	\$36.29	\$95.25	\$96.25	\$96.25	\$98.25
GROUP V	-----	-----	\$60.06	\$63.06	\$36.29	-----	-----	\$96.35	\$99.35
GROUP VI	\$59.18	\$60.18	\$60.18	\$62.18	\$36.29	\$95.47	\$96.47	\$96.47	\$98.47
GROUP VII	-----	-----	\$60.28	\$63.28	\$36.29	-----	-----	\$96.57	\$99.57
GROUP VIII	\$59.29	\$60.29	\$60.29	\$62.29	\$36.29	\$95.58	\$96.58	\$96.58	\$98.58
GROUP IX	-----	-----	\$60.39	\$63.39	\$36.29	-----	-----	\$96.68	\$99.68
GROUP X	\$59.41	\$60.41	\$60.41	\$62.41	\$36.29	\$95.70	\$96.70	\$96.70	\$98.70
GROUP XI	-----	-----	\$60.51	\$63.51	\$36.29	-----	-----	\$96.80	\$99.80
GROUP XII	\$59.58	\$60.58	\$60.58	\$62.58	\$36.29	\$95.87	\$96.87	\$96.87	\$98.87
GROUP XIII	\$59.68	\$60.68	\$60.68	\$62.68	\$36.29	\$95.97	\$96.97	\$96.97	\$98.97
GROUP XIV	\$59.71	\$60.71	\$60.71	\$62.71	\$36.29	\$96.00	\$97.00	\$97.00	\$99.00
GROUP XV	\$59.79	\$60.79	\$60.79	\$62.79	\$36.29	\$96.08	\$97.08	\$97.08	\$99.08
GROUP XVI	\$59.91	\$60.91	\$60.91	\$62.91	\$36.29	\$96.20	\$97.20	\$97.20	\$99.20
GROUP XVII	\$60.08	\$61.08	\$61.08	\$63.08	\$36.29	\$96.37	\$97.37	\$97.37	\$99.37
GROUP XVIII	\$60.18	\$61.18	\$61.18	\$63.18	\$36.29	\$96.47	\$97.47	\$97.47	\$99.47
GROUP XIX	\$60.29	\$61.29	\$61.29	\$63.29	\$36.29	\$96.58	\$97.58	\$97.58	\$99.58
GROUP XX	\$60.41	\$61.41	\$61.41	\$63.41	\$36.29	\$96.70	\$97.70	\$97.70	\$99.70
GROUP XXI	\$60.58	\$61.58	\$61.58	\$63.58	\$36.29	\$96.87	\$97.87	\$97.87	\$99.87
GROUP XXII	\$60.68	\$61.68	\$61.68	\$63.68	\$36.29	\$96.97	\$97.97	\$97.97	\$99.97
GROUP XXIII	\$60.79	\$61.79	\$61.79	\$63.79	\$36.29	\$97.08	\$98.08	\$98.08	\$100.08
GROUP XXIV	\$60.91	\$61.91	\$61.91	\$63.91	\$36.29	\$97.20	\$98.20	\$98.20	\$100.20
GROUP XXV	\$61.08	\$62.08	\$62.08	\$64.08	\$36.29	\$97.37	\$98.37	\$98.37	\$100.37

\$1.00 over regular rate

\$3.00 over regular rate

CLASSIFICATIONS	REGULAR SHIFT RATE	SPECIAL SHIFT RATE	MULTIPLE SHIFT RATE	SPECIAL SUN.-THURS. SHIFT	TOTAL FRINGES	REGULAR SHIFT WITH FRINGES	SPECIAL SHIFT WITH FRINGES	MULT-SHIFT WITH FRINGES	SPECIAL SUN.- THURS. SHIFT WITH FRINGES
Cranes, Piledriving & Hoisting Equipment	B-1	B-2	B-3	B-4		B-1	B-2	B-3	B-4
Appendix B-1 thru B-3									
GROUP I	\$57.75	\$58.75	\$58.75	\$60.75	\$36.29	\$94.04	\$95.04	\$95.04	\$97.04
GROUP II	\$58.53	\$59.53	\$59.53	\$61.53	\$36.29	\$94.82	\$95.82	\$95.82	\$97.82
GROUP III	\$58.82	\$59.82	\$59.82	\$61.82	\$36.29	\$95.11	\$96.11	\$96.11	\$98.11
GROUP IV	\$58.96	\$59.96	\$59.96	\$61.96	\$36.29	\$95.25	\$96.25	\$96.25	\$98.25
GROUP V	\$59.18	\$60.18	\$60.18	\$62.18	\$36.29	\$95.47	\$96.47	\$96.47	\$98.47
GROUP VI	\$59.29	\$60.29	\$60.29	\$62.29	\$36.29	\$95.58	\$96.58	\$96.58	\$98.58
GROUP VII	\$59.41	\$60.41	\$60.41	\$62.41	\$36.29	\$95.70	\$96.70	\$96.70	\$98.70
GROUP VIII	\$59.58	\$60.58	\$60.58	\$62.58	\$36.29	\$95.87	\$96.87	\$96.87	\$98.87
GROUP IX	\$59.75	\$60.75	\$60.75	\$62.75	\$36.29	\$96.04	\$97.04	\$97.04	\$99.04
GROUP X	\$60.75	\$61.75	\$61.75	\$63.75	\$36.29	\$97.04	\$98.04	\$98.04	\$100.04
GROUP XI	\$61.75	\$62.75	\$62.75	\$64.75	\$36.29	\$98.04	\$99.04	\$99.04	\$101.04
GROUP XII	\$62.75	\$63.75	\$63.75	\$65.75	\$36.29	\$99.04	\$100.04	\$100.04	\$102.04
GROUP XIII	\$63.75	\$64.75	\$64.75	\$66.75	\$36.29	\$100.04	\$101.04	\$101.04	\$103.04
CLASSIFICATIONS	REGULAR SHIFT RATE	SPECIAL SHIFT RATE	MULTIPLE SHIFT RATE	SPECIAL SUN.-THURS. SHIFT	TOTAL FRINGES	REGULAR SHIFT WITH FRINGES	SPECIAL SHIFT WITH FRINGES	MULT-SHIFT WITH FRINGES	SPECIAL SUN.- THURS. SHIFT WITH FRINGES
Surveyors	C-1	C-2	C-3	C-4		C-1	C-2	C-3	C-4
Appendix C-1 thru C-3									
GROUP I	\$58.32	\$59.32	\$59.32	\$61.32	\$36.29	\$94.61	\$95.61	\$95.61	\$97.61
GROUP II	\$58.96	\$59.96	\$59.96	\$61.96	\$36.29	\$95.25	\$96.25	\$96.25	\$98.25
GROUP III	\$59.18	\$60.18	\$60.18	\$62.18	\$36.29	\$95.47	\$96.47	\$96.47	\$98.47
GROUP IV	\$59.46	\$60.46	\$60.46	\$62.46	\$36.29	\$95.75	\$96.75	\$96.75	\$98.75
GROUP V	\$61.26	\$62.26	\$62.26	\$64.26	\$36.29	\$97.55	\$98.55	\$98.55	\$100.55
GROUP VI	\$59.68	\$60.68	\$60.68	\$62.68	\$36.29	\$95.97	\$96.97	\$96.97	\$98.97
GROUP VII	\$63.31	\$64.31	\$64.31	\$66.31	\$36.29	\$99.60	\$100.60	\$100.60	\$102.60
GROUP VIII	\$61.26	\$62.26	\$62.26	\$64.26	\$36.29	\$97.55	\$98.55	\$98.55	\$100.55
GROUP IX	\$63.31	\$64.31	\$64.31	\$66.31	\$36.29	\$99.60	\$100.60	\$100.60	\$102.60
GROUP X	\$64.01	\$65.01	\$65.01	\$67.01	\$36.29	\$100.30	\$101.30	\$101.30	\$103.30
CLASSIFICATIONS	REGULAR SHIFT RATE				TOTAL FRINGES	REGULAR SHIFT WITH FRINGES			
Tunnel Group	D-1					D-1			
Appendix D-1									
GROUP I	\$58.25				\$36.29	\$94.54			
GROUP II	\$59.03				\$36.29	\$95.32			
GROUP III	\$59.32				\$36.29	\$95.61			
GROUP IV	\$59.46				\$36.29	\$95.75			
GROUP V	\$59.68				\$36.29	\$95.97			
GROUP VI	\$59.79				\$36.29	\$96.08			
GROUP VII	\$59.91				\$36.29	\$96.20			
GROUP VIII	\$61.26				\$36.29	\$97.55			
GROUP IX	\$60.21				\$36.29	\$96.50			
GROUP X	\$63.31				\$36.29	\$99.60			
GROUP XI	\$64.01				\$36.29	\$100.30			

CLASSIFICATIONS	REGULAR SHIFT RATE	SPECIAL SHIFT RATE	MULTIPLE SHIFT RATE	SPECIAL SUN.-THURS. SHIFT	TOTAL FRINGES	REGULAR SHIFT WITH FRINGES	SPECIAL SHIFT WITH FRINGES	MULT-SHIFT WITH FRINGES	SPECIAL SUN.- THURS. SHIFT WITH FRINGES
Field Soils & Material Tester Building/Construction Inspector	E-1	E-2	E-3	E-4		E-1	E-2	E-3	E-4
Appendix E-1 thru E-3									
GROUP I	\$57.18	\$58.18	\$58.18	\$60.18	\$36.29	\$93.47	\$94.47	\$94.47	\$96.47
GROUP II	\$58.96	\$59.96	\$59.96	\$61.96	\$36.29	\$95.25	\$96.25	\$96.25	\$98.25
GROUP III	\$60.96	\$61.96	\$61.96	\$63.96	\$36.29	\$97.25	\$98.25	\$98.25	\$100.25

APPRENTICE RATES

Based on Appendix A, Group VI, A-1, A-2 and A-3 and A-4

Based on Appendix E, Group II, E-1, E-2 and E-3 (Building/Construction Inspector) and E-4

Apprentices operating equipment set forth in Group XIII thru XXV of Appendix A will receive the applicable wage rate for that Group

**** No pension contributions for apprentices will be required for the first 2,000 hours.**

After completion of 2,000 hours, fringe benefits for apprentices will include Pension Fund.

STEP I	0-1000 hrs	60%
STEP II	1000-2000 hrs	65%
STEP III	2000-3000 hrs	70%
STEP IV	3000-4000 hrs	75%
STEP V	4000-5000 hrs	80%
STEP VI	5000-6000 hrs	90%

Foreman Rates: Foreman receive an additional \$2.00 per hour

Heavy Duty Repairman receive an additional \$1.00 per hour.

AGREEMENT EXPIRES JUNE 30, 2025

	A1	A2	A3	A4		A1	A2	A3	A4
APPRENTICES RATES APPENDIX A GROUP VI	\$59.18	\$60.18	\$60.18	\$62.18	FRINGES	REGULAR SHIFT WITH FRINGES	SPECIAL SHIFT WITH FRINGES	MULT-SHIFT WITH FRINGES	SPECIAL SUN.- THURS. SHIFT WITH FRINGES
0-1000 hours (no pension) 60%	35.51	36.11	36.11	37.31	25.64	61.15	61.75	61.75	62.95
1000-2000 hours (no pension) 65%	38.47	39.12	39.12	40.42	25.64	64.11	64.76	64.76	66.06
2000-3000 hours 70%	41.43	42.13	42.13	43.53	36.29	77.72	78.42	78.42	79.82
3000-4000 hours 75%	44.39	45.14	45.14	46.64	36.29	80.68	81.43	81.43	82.93
4000-5000 hours 80%	47.34	48.14	48.14	49.74	36.29	83.63	84.43	84.43	86.03
5000-6000 hours 90%	53.26	54.16	54.16	55.96	36.29	89.55	90.45	90.45	92.25