

## TRAFFIC CONTROL WORKER MINIMUM WAGE ORDINANCE HISTORICAL WAGE RATES

Effective Dates	Basic Hourly Rate	Employer Payments	Total Hourly Rate	Overtime/ Saturday	Sunday/ Holiday
9/1/24-6/30/25	\$42.71	\$26.97	\$69.68	\$91.035	\$112.39
7/1/25-8/31/25 <sup>1</sup>	\$45.54	\$27.77	\$73.31	\$96.08	\$118.85

### Wage Rate Determinations and Components:

Wage rates under the City of San Diego's Traffic Control Worker Minimum Wage Ordinance correspond to the prevailing wage rates established by the California Department of Industrial Relations (DIR) for Laborer: Building Construction Group 1 on public works projects in San Diego County. These rates include any applicable predetermined increases published by the DIR ([dir.ca.gov](http://dir.ca.gov)).

The applicable wage rate is determined as of the date the City issues a traffic control permit and remains in effect for the duration of that permit. Wage rates are effective until the DIR issues new rates, which take effect ten (10) days after the issue date. New rates are typically issued each February and August.

The required wage rates include:

- (1) Basic straight-time hourly rate of pay, payable directly to the covered employee
- (2) Corresponding overtime and holiday rate
- (3) Employer Payments from fringe benefits and employee benefit plans, including:
  - Health and welfare (e.g. medical, dental, vision, prescription drugs, etc)
  - Retirement plan contributions
  - Paid vacation and holidays, or cash payments in lieu
  - Workers' compensation or occupational illness benefits
  - Life, accidental death and dismemberment, disability, or sickness insurance
  - Supplemental unemployment benefits
  - Thrift, security savings, supplemental trust, and beneficial trust funds
  - Occupational health and safety training, as required by a collective bargaining agreement
  - Medical and hospital care, including prescription drugs, dental care, vision care, diagnostic services, and other health and welfare benefits.

Employer Payments may be provided as direct compensation to the employee (added to the hourly wage) or as contributions to qualifying programs or benefit plans for employees and their dependents.

Recognized holidays under this ordinance include: New Year's Day, Presidents Day, Memorial Day, Independence Day, Veteran's Day, Thanksgiving Day, the Day after Thanksgiving Day, and Christmas Day.

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<sup>1</sup> Effective July 1, 2025, the total wage increase will be \$3.63, consisting of a \$2.83 increase to the Basic Hourly Rate and an \$0.80 to Employer Payments. No further wage adjustments will apply to permits issued during this timeframe.