

Wage and Benefit Schedule for Bakersfield (Kern, Inyo and Mono Counties) Local 460

Independent Contractor and District Council 16

Service Master Labor Agreement

September 1st, 2025 to August 30th, 2026

DC16

Independent

Agreement # 18729

Classifications	Wages	Paid Time Off (*)	Dues (**)	UA Organizing (**)	Total Taxable	Health and Welfare	Local Pension	National Pension	UA Training	Retiree X-Mas	JJATC	A & J	PIPE	ARCA/MCA	Total Non Taxable	Total Package
Journeyman	\$50.32	\$3.25	\$1.85	\$0.10	\$53.57	\$9.36	\$10.45	\$3.00	\$0.10	\$0.90	\$1.30	\$0.38	\$0.85	\$0.38	\$26.72	\$80.29
Foreman (115% of Journeyman)	\$57.87	\$3.25	\$1.85	\$0.10	\$61.12	\$9.36	\$10.45	\$3.00	\$0.10	\$0.90	\$1.30	\$0.38	\$0.85	\$0.38	\$26.72	\$87.84
General Foreman (125% of Journeyman)	\$62.90	\$3.25	\$1.85	\$0.10	\$66.15	\$9.36	\$10.45	\$3.00	\$0.10	\$0.90	\$1.30	\$0.38	\$0.85	\$0.38	\$26.72	\$92.87
Apprentice Categories (one year each)																
Apprentice 1st Year (50% of Journeyman)	\$25.16	\$1.63	\$1.35	\$0.10	\$26.79	\$9.86	\$0.00	\$0.38	\$0.10	\$0.00	\$1.30	\$0.38	\$0.43	\$0.38	\$12.83	\$39.62
Apprentice 2nd Year (60% of Journeyman)	\$30.19	\$1.95	\$1.85	\$0.10	\$32.14	\$9.86	\$0.00	\$0.38	\$0.10	\$0.00	\$1.30	\$0.38	\$0.64	\$0.38	\$13.04	\$45.18
Apprentice 3rd Year (70% of Journeyman)	\$35.22	\$2.28	\$1.85	\$0.10	\$37.50	\$9.36	\$5.23	\$0.90	\$0.10	\$0.59	\$1.30	\$0.38	\$0.64	\$0.38	\$18.88	\$56.38
Apprentice 4th Year (80% of Journeyman)	\$40.26	\$2.60	\$1.85	\$0.10	\$42.86	\$9.36	\$5.75	\$0.90	\$0.10	\$0.63	\$1.30	\$0.38	\$0.64	\$0.38	\$19.44	\$62.30
Apprentice 5th Year (90% of Journeyman)	\$45.29	\$2.93	\$1.85	\$0.10	\$48.22	\$9.36	\$6.27	\$0.90	\$0.10	\$0.68	\$1.30	\$0.38	\$0.64	\$0.38	\$20.01	\$68.23
Mechanical Equipment Serviceman (MES)	\$25.16-\$40.26	\$1.63	\$1.85	\$0.10	\$26.79-\$41.89	\$9.86	\$0.00	\$0.90	\$0.10	\$0.00	\$1.30	\$0.38	\$0.64	\$0.38	\$13.56	\$40.35-\$55.45
Tradesman (***)	\$21.46	\$1.63	\$1.85	\$0.10	\$23.09	\$9.86	\$0.00	\$0.38	\$0.10	\$0.00	\$1.30	\$0.38	\$0.43	\$0.38	\$12.83	\$35.92

(*) Paid Time Off (PTO) contribution is paid at time and one-half on all overtime hours.

(**) Dues are included in the base wage for all classifications and for all hours worked. After taxing, deduct the appropriate Dues from wages. The per employee amount which is included in the "Composite Rate" is sent to the Joint Trust Depository. First Year Apprentices Dues of (\$1.45) are comprised of District Council 16 Dues Check-Off (\$1.20), Local Union 460 Dues (\$0.15) and United Association Organizing (\$0.10). For all other classifications Dues of (\$1.95) are comprised of District Council 16 Dues Check-Off (\$1.20), Local Union 460 Dues (\$0.65) and United Association Organizing (\$0.10).

(***) Tradesman wages are to be 130% of state minimum wage plus \$0.01.

Note: The Employer shall pay to the ARCA/MCA Promotion Fund (\$0.38) per hour worked for all classifications under this Agreement. That amount, which will be included in the "Composite Rate" is to be sent to the Joint Trust Depository.