

**Commercial Apprentice Private Wage**  
**Effective January 1, 2026 through March 1, 2026**

| County |                  | 1st Year<br>> 0 to 1,600 OJT Hours  |         |          |        |         |                             | 2nd Year<br>1,601 to 3,200 OJT Hours |         |          |        |         |                             |
|--------|------------------|-------------------------------------|---------|----------|--------|---------|-----------------------------|--------------------------------------|---------|----------|--------|---------|-----------------------------|
|        |                  | 1st Year<br>Total<br>Package<br>40% | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension | 2nd Year<br>Total<br>Package<br>50%  | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension |
| 1      | Alameda          | \$48.60                             | \$31.59 | \$3.00   | \$4.50 | \$0.00  | \$9.51                      | \$60.75                              | \$39.49 | \$3.00   | \$4.50 | \$0.50  | \$13.26                     |
| 2      | Alpine           | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 3      | Amador           | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 4      | Butte            | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 5      | Calaveras        | \$33.06                             | \$21.49 | \$3.00   | \$4.50 | \$0.00  | \$4.07                      | \$41.33                              | \$26.86 | \$3.00   | \$4.50 | \$0.50  | \$6.47                      |
| 6      | Colusa           | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 7      | Contra Costa     | \$37.48                             | \$24.36 | \$3.00   | \$4.50 | \$0.00  | \$5.62                      | \$46.86                              | \$30.46 | \$3.00   | \$4.50 | \$0.50  | \$8.40                      |
| 8      | Del Norte        | \$36.78                             | \$23.91 | \$3.00   | \$4.50 | \$0.00  | \$5.37                      | \$45.98                              | \$29.89 | \$3.00   | \$4.50 | \$0.50  | \$8.09                      |
| 9      | El Dorado        | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 10     | Fresno           | \$29.90                             | \$19.44 | \$3.00   | \$4.50 | \$0.00  | \$2.96                      | \$37.38                              | \$24.30 | \$3.00   | \$4.50 | \$0.50  | \$5.08                      |
| 11     | Glenn            | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 12     | Humboldt         | \$36.78                             | \$23.91 | \$3.00   | \$4.50 | \$0.00  | \$5.37                      | \$45.98                              | \$29.89 | \$3.00   | \$4.50 | \$0.50  | \$8.09                      |
| 13     | Imperial - 5M+   | \$31.33                             | \$20.36 | \$3.00   | \$4.50 | \$0.00  | \$3.47                      | \$39.17                              | \$25.46 | \$3.00   | \$4.50 | \$0.50  | \$5.71                      |
| 14     | Imperial - to 5M | \$29.79                             | \$19.36 | \$3.00   | \$4.50 | \$0.00  | \$2.93                      | \$37.24                              | \$24.21 | \$3.00   | \$4.50 | \$0.50  | \$5.03                      |
| 15     | Inyo - Zone B    | \$40.56                             | \$26.36 | \$3.00   | \$4.50 | \$0.00  | \$6.70                      | \$50.70                              | \$32.96 | \$3.00   | \$4.50 | \$0.50  | \$9.74                      |
| 16     | Kern             | \$31.72                             | \$20.62 | \$3.00   | \$4.50 | \$0.00  | \$3.60                      | \$39.65                              | \$25.77 | \$3.00   | \$4.50 | \$0.50  | \$5.88                      |
| 17     | Kings            | \$29.90                             | \$19.44 | \$3.00   | \$4.50 | \$0.00  | \$2.96                      | \$37.38                              | \$24.30 | \$3.00   | \$4.50 | \$0.50  | \$5.08                      |
| 18     | Lake             | \$36.78                             | \$23.91 | \$3.00   | \$4.50 | \$0.00  | \$5.37                      | \$45.98                              | \$29.89 | \$3.00   | \$4.50 | \$0.50  | \$8.09                      |
| 19     | Lassen           | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 20     | Los Angeles      | \$39.46                             | \$25.65 | \$3.00   | \$4.50 | \$0.00  | \$6.31                      | \$49.33                              | \$32.06 | \$3.00   | \$4.50 | \$0.50  | \$9.27                      |
| 21     | Madera           | \$29.90                             | \$19.44 | \$3.00   | \$4.50 | \$0.00  | \$2.96                      | \$37.38                              | \$24.30 | \$3.00   | \$4.50 | \$0.50  | \$5.08                      |

**Commercial Apprentice Private Wage**  
**Effective January 1, 2026 through March 1, 2026**

| County |                  | 3rd Year<br>3,201 to 4,800 OJT Hours |         |          |        |         |                             | 4th Year<br>4,801 to 6,400 OJT Hours |         |          |        |         |                             |
|--------|------------------|--------------------------------------|---------|----------|--------|---------|-----------------------------|--------------------------------------|---------|----------|--------|---------|-----------------------------|
|        |                  | 3rd Year<br>Total<br>Package<br>60%  | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension | 4th Year<br>Total<br>Package<br>70%  | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension |
| 1      | Alameda          | \$72.90                              | \$47.39 | \$3.00   | \$4.50 | \$1.00  | \$17.01                     | \$85.05                              | \$55.28 | \$3.00   | \$4.50 | \$1.50  | \$20.77                     |
| 2      | Alpine           | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 3      | Amador           | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 4      | Butte            | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 5      | Calaveras        | \$49.60                              | \$32.24 | \$3.00   | \$4.50 | \$1.00  | \$8.86                      | \$57.86                              | \$37.61 | \$3.00   | \$4.50 | \$1.50  | \$11.25                     |
| 6      | Colusa           | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 7      | Contra Costa     | \$56.23                              | \$36.55 | \$3.00   | \$4.50 | \$1.00  | \$11.18                     | \$65.60                              | \$42.64 | \$3.00   | \$4.50 | \$1.50  | \$13.96                     |
| 8      | Del Norte        | \$55.18                              | \$35.87 | \$3.00   | \$4.50 | \$1.00  | \$10.81                     | \$64.37                              | \$41.84 | \$3.00   | \$4.50 | \$1.50  | \$13.53                     |
| 9      | El Dorado        | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 10     | Fresno           | \$44.85                              | \$29.15 | \$3.00   | \$4.50 | \$1.00  | \$7.20                      | \$52.33                              | \$34.01 | \$3.00   | \$4.50 | \$1.50  | \$9.32                      |
| 11     | Glenn            | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 12     | Humboldt         | \$55.18                              | \$35.87 | \$3.00   | \$4.50 | \$1.00  | \$10.81                     | \$64.37                              | \$41.84 | \$3.00   | \$4.50 | \$1.50  | \$13.53                     |
| 13     | Imperial - 5M+   | \$47.00                              | \$30.55 | \$3.00   | \$4.50 | \$1.00  | \$7.95                      | \$54.83                              | \$35.64 | \$3.00   | \$4.50 | \$1.50  | \$10.19                     |
| 14     | Imperial - to 5M | \$44.68                              | \$29.04 | \$3.00   | \$4.50 | \$1.00  | \$7.14                      | \$52.13                              | \$33.88 | \$3.00   | \$4.50 | \$1.50  | \$9.25                      |
| 15     | Inyo - Zone B    | \$60.83                              | \$39.54 | \$3.00   | \$4.50 | \$1.00  | \$12.79                     | \$70.97                              | \$46.13 | \$3.00   | \$4.50 | \$1.50  | \$15.84                     |
| 16     | Kern             | \$47.58                              | \$30.93 | \$3.00   | \$4.50 | \$1.00  | \$8.15                      | \$55.51                              | \$36.08 | \$3.00   | \$4.50 | \$1.50  | \$10.43                     |
| 17     | Kings            | \$44.85                              | \$29.15 | \$3.00   | \$4.50 | \$1.00  | \$7.20                      | \$52.33                              | \$34.01 | \$3.00   | \$4.50 | \$1.50  | \$9.32                      |
| 18     | Lake             | \$55.18                              | \$35.87 | \$3.00   | \$4.50 | \$1.00  | \$10.81                     | \$64.37                              | \$41.84 | \$3.00   | \$4.50 | \$1.50  | \$13.53                     |
| 19     | Lassen           | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 20     | Los Angeles      | \$59.20                              | \$38.48 | \$3.00   | \$4.50 | \$1.00  | \$12.22                     | \$69.06                              | \$44.89 | \$3.00   | \$4.50 | \$1.50  | \$15.17                     |
| 21     | Madera           | \$44.85                              | \$29.15 | \$3.00   | \$4.50 | \$1.00  | \$7.20                      | \$52.33                              | \$34.01 | \$3.00   | \$4.50 | \$1.50  | \$9.32                      |

**Commercial Apprentice Private Wage**  
**Effective January 1, 2026 through March 1, 2026**

| County |                  | 5th Year 6,401 to 8,000 OJT Hours   |         |          |        |         |                             |
|--------|------------------|-------------------------------------|---------|----------|--------|---------|-----------------------------|
|        |                  | 5th Year<br>Total<br>Package<br>80% | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension |
| 1      | Alameda          | \$97.20                             | \$63.18 | \$3.00   | \$4.50 | \$2.00  | \$24.52                     |
| 2      | Alpine           | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 3      | Amador           | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 4      | Butte            | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 5      | Calaveras        | \$66.13                             | \$42.98 | \$3.00   | \$4.50 | \$2.00  | \$13.65                     |
| 6      | Colusa           | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 7      | Contra Costa     | \$74.97                             | \$48.73 | \$3.00   | \$4.50 | \$2.00  | \$16.74                     |
| 8      | Del Norte        | \$73.57                             | \$47.82 | \$3.00   | \$4.50 | \$2.00  | \$16.25                     |
| 9      | El Dorado        | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 10     | Fresno           | \$59.80                             | \$38.87 | \$3.00   | \$4.50 | \$2.00  | \$11.43                     |
| 11     | Glenn            | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 12     | Humboldt         | \$73.57                             | \$47.82 | \$3.00   | \$4.50 | \$2.00  | \$16.25                     |
| 13     | Imperial - 5M+   | \$62.66                             | \$40.73 | \$3.00   | \$4.50 | \$2.00  | \$12.43                     |
| 14     | Imperial - to 5M | \$59.58                             | \$38.73 | \$3.00   | \$4.50 | \$2.00  | \$11.35                     |
| 15     | Inyo - Zone B    | \$81.11                             | \$52.72 | \$3.00   | \$4.50 | \$2.00  | \$18.89                     |
| 16     | Kern             | \$63.44                             | \$41.24 | \$3.00   | \$4.50 | \$2.00  | \$12.70                     |
| 17     | Kings            | \$59.80                             | \$38.87 | \$3.00   | \$4.50 | \$2.00  | \$11.43                     |
| 18     | Lake             | \$73.57                             | \$47.82 | \$3.00   | \$4.50 | \$2.00  | \$16.25                     |
| 19     | Lassen           | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 20     | Los Angeles      | \$78.93                             | \$51.30 | \$3.00   | \$4.50 | \$2.00  | \$18.13                     |
| 21     | Madera           | \$59.80                             | \$38.87 | \$3.00   | \$4.50 | \$2.00  | \$11.43                     |

**Commercial Apprentice Private Wage**  
**Effective January 1, 2026 through March 1, 2026**

| County |                         | 1st Year<br>> 0 to 1,600 OJT Hours  |         |          |        |         |                             | 2nd Year<br>1,601 to 3,200 OJT Hours |         |          |        |         |                             |
|--------|-------------------------|-------------------------------------|---------|----------|--------|---------|-----------------------------|--------------------------------------|---------|----------|--------|---------|-----------------------------|
|        |                         | 1st Year<br>Total<br>Package<br>40% | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension | 2nd Year<br>Total<br>Package<br>50%  | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension |
| 22     | Marin                   | \$36.78                             | \$23.91 | \$3.00   | \$4.50 | \$0.00  | \$5.37                      | \$45.98                              | \$29.89 | \$3.00   | \$4.50 | \$0.50  | \$8.09                      |
| 23     | Mariposa - Zone A       | \$31.93                             | \$20.75 | \$3.00   | \$4.50 | \$0.00  | \$3.68                      | \$39.92                              | \$25.95 | \$3.00   | \$4.50 | \$0.50  | \$5.97                      |
| 24     | Mendocino               | \$36.78                             | \$23.91 | \$3.00   | \$4.50 | \$0.00  | \$5.37                      | \$45.98                              | \$29.89 | \$3.00   | \$4.50 | \$0.50  | \$8.09                      |
| 25     | Merced - Zone A         | \$31.93                             | \$20.75 | \$3.00   | \$4.50 | \$0.00  | \$3.68                      | \$39.92                              | \$25.95 | \$3.00   | \$4.50 | \$0.50  | \$5.97                      |
| 26     | Modoc                   | \$25.43                             | \$16.90 | \$3.00   | \$4.50 | \$0.00  | \$1.03                      | \$31.79                              | \$21.12 | \$3.00   | \$4.50 | \$0.50  | \$2.67                      |
| 27     | Mono - Zone B           | \$40.56                             | \$26.36 | \$3.00   | \$4.50 | \$0.00  | \$6.70                      | \$50.70                              | \$32.96 | \$3.00   | \$4.50 | \$0.50  | \$9.74                      |
| 28     | Monterey - Zone A       | \$40.15                             | \$26.10 | \$3.00   | \$4.50 | \$0.00  | \$6.55                      | \$50.19                              | \$32.62 | \$3.00   | \$4.50 | \$0.50  | \$9.57                      |
| 29     | Napa                    | \$34.47                             | \$22.41 | \$3.00   | \$4.50 | \$0.00  | \$4.56                      | \$43.09                              | \$28.01 | \$3.00   | \$4.50 | \$0.50  | \$7.08                      |
| 30     | Nevada                  | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 31     | Orange                  | \$34.07                             | \$22.15 | \$3.00   | \$4.50 | \$0.00  | \$4.42                      | \$42.59                              | \$27.68 | \$3.00   | \$4.50 | \$0.50  | \$6.91                      |
| 32     | Placer                  | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 33     | Plumas                  | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 34     | Riverside               | \$32.16                             | \$20.90 | \$3.00   | \$4.50 | \$0.00  | \$3.76                      | \$40.20                              | \$26.13 | \$3.00   | \$4.50 | \$0.50  | \$6.07                      |
| 35     | Sacramento              | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 36     | San Benito - Zone A     | \$40.15                             | \$26.10 | \$3.00   | \$4.50 | \$0.00  | \$6.55                      | \$50.19                              | \$32.62 | \$3.00   | \$4.50 | \$0.50  | \$9.57                      |
| 37     | San Bernardino - Zone A | \$33.15                             | \$21.55 | \$3.00   | \$4.50 | \$0.00  | \$4.10                      | \$41.44                              | \$26.94 | \$3.00   | \$4.50 | \$0.50  | \$6.50                      |
| 38     | San Bernardino - Zone B | \$40.56                             | \$26.36 | \$3.00   | \$4.50 | \$0.00  | \$6.70                      | \$50.70                              | \$32.96 | \$3.00   | \$4.50 | \$0.50  | \$9.74                      |
| 39     | San Diego               | \$29.79                             | \$19.36 | \$3.00   | \$4.50 | \$0.00  | \$2.93                      | \$37.24                              | \$24.21 | \$3.00   | \$4.50 | \$0.50  | \$5.03                      |
| 40     | San Francisco           | \$56.00                             | \$36.40 | \$3.00   | \$4.50 | \$0.00  | \$12.10                     | \$70.00                              | \$45.50 | \$3.00   | \$4.50 | \$0.50  | \$16.50                     |
| 41     | San Joaquin             | \$33.06                             | \$21.49 | \$3.00   | \$4.50 | \$0.00  | \$4.07                      | \$41.33                              | \$26.86 | \$3.00   | \$4.50 | \$0.50  | \$6.47                      |
| 42     | San Luis Obispo         | \$33.28                             | \$21.63 | \$3.00   | \$4.50 | \$0.00  | \$4.15                      | \$41.60                              | \$27.04 | \$3.00   | \$4.50 | \$0.50  | \$6.56                      |

**Commercial Apprentice Private Wage**  
**Effective January 1, 2026 through March 1, 2026**

| County |                         | 3rd Year<br>3,201 to 4,800 OJT Hours |         |          |        |         |                             | 4th Year<br>4,801 to 6,400 OJT Hours |         |          |        |         |                             |
|--------|-------------------------|--------------------------------------|---------|----------|--------|---------|-----------------------------|--------------------------------------|---------|----------|--------|---------|-----------------------------|
|        |                         | 3rd Year<br>Total<br>Package<br>60%  | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension | 4th Year<br>Total<br>Package<br>70%  | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension |
| 22     | Marin                   | \$55.18                              | \$35.87 | \$3.00   | \$4.50 | \$1.00  | \$10.81                     | \$64.37                              | \$41.84 | \$3.00   | \$4.50 | \$1.50  | \$13.53                     |
| 23     | Mariposa - Zone A       | \$47.90                              | \$31.14 | \$3.00   | \$4.50 | \$1.00  | \$8.26                      | \$55.88                              | \$36.32 | \$3.00   | \$4.50 | \$1.50  | \$10.56                     |
| 24     | Mendocino               | \$55.18                              | \$35.87 | \$3.00   | \$4.50 | \$1.00  | \$10.81                     | \$64.37                              | \$41.84 | \$3.00   | \$4.50 | \$1.50  | \$13.53                     |
| 25     | Merced - Zone A         | \$47.90                              | \$31.14 | \$3.00   | \$4.50 | \$1.00  | \$8.26                      | \$55.88                              | \$36.32 | \$3.00   | \$4.50 | \$1.50  | \$10.56                     |
| 26     | Modoc                   | \$38.15                              | \$25.34 | \$3.00   | \$4.50 | \$1.00  | \$4.31                      | \$44.51                              | \$29.56 | \$3.00   | \$4.50 | \$1.50  | \$5.95                      |
| 27     | Mono - Zone B           | \$60.83                              | \$39.54 | \$3.00   | \$4.50 | \$1.00  | \$12.79                     | \$70.97                              | \$46.13 | \$3.00   | \$4.50 | \$1.50  | \$15.84                     |
| 28     | Monterey - Zone A       | \$60.22                              | \$39.14 | \$3.00   | \$4.50 | \$1.00  | \$12.58                     | \$70.26                              | \$45.67 | \$3.00   | \$4.50 | \$1.50  | \$15.59                     |
| 29     | Napa                    | \$51.70                              | \$33.61 | \$3.00   | \$4.50 | \$1.00  | \$9.59                      | \$60.32                              | \$39.21 | \$3.00   | \$4.50 | \$1.50  | \$12.11                     |
| 30     | Nevada                  | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 31     | Orange                  | \$51.10                              | \$33.22 | \$3.00   | \$4.50 | \$1.00  | \$9.38                      | \$59.62                              | \$38.75 | \$3.00   | \$4.50 | \$1.50  | \$11.87                     |
| 32     | Placer                  | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 33     | Plumas                  | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 34     | Riverside               | \$48.24                              | \$31.36 | \$3.00   | \$4.50 | \$1.00  | \$8.38                      | \$56.28                              | \$36.58 | \$3.00   | \$4.50 | \$1.50  | \$10.70                     |
| 35     | Sacramento              | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 36     | San Benito - Zone A     | \$60.22                              | \$39.14 | \$3.00   | \$4.50 | \$1.00  | \$12.58                     | \$70.26                              | \$45.67 | \$3.00   | \$4.50 | \$1.50  | \$15.59                     |
| 37     | San Bernardino - Zone A | \$49.72                              | \$32.32 | \$3.00   | \$4.50 | \$1.00  | \$8.90                      | \$58.01                              | \$37.71 | \$3.00   | \$4.50 | \$1.50  | \$11.30                     |
| 38     | San Bernardino - Zone B | \$60.83                              | \$39.54 | \$3.00   | \$4.50 | \$1.00  | \$12.79                     | \$70.97                              | \$46.13 | \$3.00   | \$4.50 | \$1.50  | \$15.84                     |
| 39     | San Diego               | \$44.68                              | \$29.04 | \$3.00   | \$4.50 | \$1.00  | \$7.14                      | \$52.13                              | \$33.88 | \$3.00   | \$4.50 | \$1.50  | \$9.25                      |
| 40     | San Francisco           | \$83.99                              | \$54.59 | \$3.00   | \$4.50 | \$1.00  | \$20.90                     | \$97.99                              | \$63.69 | \$3.00   | \$4.50 | \$1.50  | \$25.30                     |
| 41     | San Joaquin             | \$49.60                              | \$32.24 | \$3.00   | \$4.50 | \$1.00  | \$8.86                      | \$57.86                              | \$37.61 | \$3.00   | \$4.50 | \$1.50  | \$11.25                     |
| 42     | San Luis Obispo         | \$49.91                              | \$32.44 | \$3.00   | \$4.50 | \$1.00  | \$8.97                      | \$58.23                              | \$37.85 | \$3.00   | \$4.50 | \$1.50  | \$11.38                     |

**Commercial Apprentice Private Wage**  
**Effective January 1, 2026 through March 1, 2026**

| County |                         | 5th Year 6,401 to 8,000 OJT Hours   |         |          |        |         |                             |
|--------|-------------------------|-------------------------------------|---------|----------|--------|---------|-----------------------------|
|        |                         | 5th Year<br>Total<br>Package<br>80% | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension |
| 22     | Marin                   | \$73.57                             | \$47.82 | \$3.00   | \$4.50 | \$2.00  | \$16.25                     |
| 23     | Mariposa - Zone A       | \$63.86                             | \$41.51 | \$3.00   | \$4.50 | \$2.00  | \$12.85                     |
| 24     | Mendocino               | \$73.57                             | \$47.82 | \$3.00   | \$4.50 | \$2.00  | \$16.25                     |
| 25     | Merced - Zone A         | \$63.86                             | \$41.51 | \$3.00   | \$4.50 | \$2.00  | \$12.85                     |
| 26     | Modoc                   | \$50.86                             | \$33.78 | \$3.00   | \$4.50 | \$2.00  | \$7.58                      |
| 27     | Mono - Zone B           | \$81.11                             | \$52.72 | \$3.00   | \$4.50 | \$2.00  | \$18.89                     |
| 28     | Monterey - Zone A       | \$80.30                             | \$52.20 | \$3.00   | \$4.50 | \$2.00  | \$18.60                     |
| 29     | Napa                    | \$68.94                             | \$44.81 | \$3.00   | \$4.50 | \$2.00  | \$14.63                     |
| 30     | Nevada                  | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 31     | Orange                  | \$68.14                             | \$44.29 | \$3.00   | \$4.50 | \$2.00  | \$14.35                     |
| 32     | Placer                  | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 33     | Plumas                  | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 34     | Riverside               | \$64.32                             | \$41.81 | \$3.00   | \$4.50 | \$2.00  | \$13.01                     |
| 35     | Sacramento              | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 36     | San Benito - Zone A     | \$80.30                             | \$52.20 | \$3.00   | \$4.50 | \$2.00  | \$18.60                     |
| 37     | San Bernardino - Zone A | \$66.30                             | \$43.10 | \$3.00   | \$4.50 | \$2.00  | \$13.70                     |
| 38     | San Bernardino - Zone B | \$81.11                             | \$52.72 | \$3.00   | \$4.50 | \$2.00  | \$18.89                     |
| 39     | San Diego               | \$59.58                             | \$38.73 | \$3.00   | \$4.50 | \$2.00  | \$11.35                     |
| 40     | San Francisco           | \$111.99                            | \$72.79 | \$3.00   | \$4.50 | \$2.00  | \$29.70                     |
| 41     | San Joaquin             | \$66.13                             | \$42.98 | \$3.00   | \$4.50 | \$2.00  | \$13.65                     |
| 42     | San Luis Obispo         | \$66.55                             | \$43.26 | \$3.00   | \$4.50 | \$2.00  | \$13.79                     |

**Commercial Apprentice Private Wage**  
**Effective January 1, 2026 through March 1, 2026**

| County |                                 | 1st Year<br>> 0 to 1,600 OJT Hours  |         |          |        |         |                             | 2nd Year<br>1,601 to 3,200 OJT Hours |         |          |        |         |                             |
|--------|---------------------------------|-------------------------------------|---------|----------|--------|---------|-----------------------------|--------------------------------------|---------|----------|--------|---------|-----------------------------|
|        |                                 | 1st Year<br>Total<br>Package<br>40% | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension | 2nd Year<br>Total<br>Package<br>50%  | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension |
| 43     | San Mateo                       | \$52.32                             | \$34.01 | \$3.00   | \$4.50 | \$0.00  | \$10.81                     | \$65.40                              | \$42.51 | \$3.00   | \$4.50 | \$0.50  | \$14.89                     |
| 44     | Santa Barbara                   | \$31.09                             | \$20.21 | \$3.00   | \$4.50 | \$0.00  | \$3.38                      | \$38.86                              | \$25.26 | \$3.00   | \$4.50 | \$0.50  | \$5.60                      |
| 45     | Santa Clara                     | \$51.15                             | \$33.25 | \$3.00   | \$4.50 | \$0.00  | \$10.40                     | \$63.94                              | \$41.56 | \$3.00   | \$4.50 | \$0.50  | \$14.38                     |
| 46     | Santa Cruz - Zone A             | \$40.15                             | \$26.10 | \$3.00   | \$4.50 | \$0.00  | \$6.55                      | \$50.19                              | \$32.62 | \$3.00   | \$4.50 | \$0.50  | \$9.57                      |
| 47     | Shasta                          | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 48     | Sierra -<br>Outside Tahoe Basin | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 49     | Siskiyou                        | \$25.43                             | \$16.90 | \$3.00   | \$4.50 | \$0.00  | \$1.03                      | \$31.79                              | \$21.12 | \$3.00   | \$4.50 | \$0.50  | \$2.67                      |
| 50     | Solano                          | \$34.47                             | \$22.41 | \$3.00   | \$4.50 | \$0.00  | \$4.56                      | \$43.09                              | \$28.01 | \$3.00   | \$4.50 | \$0.50  | \$7.08                      |
| 51     | Sonoma                          | \$36.78                             | \$23.91 | \$3.00   | \$4.50 | \$0.00  | \$5.37                      | \$45.98                              | \$29.89 | \$3.00   | \$4.50 | \$0.50  | \$8.09                      |
| 52     | Stanislaus - Zone A             | \$31.93                             | \$20.75 | \$3.00   | \$4.50 | \$0.00  | \$3.68                      | \$39.92                              | \$25.95 | \$3.00   | \$4.50 | \$0.50  | \$5.97                      |
| 53     | Sutter                          | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 54     | Tehama                          | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 55     | Trinity                         | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 56     | Tulare                          | \$29.90                             | \$19.44 | \$3.00   | \$4.50 | \$0.00  | \$2.96                      | \$37.38                              | \$24.30 | \$3.00   | \$4.50 | \$0.50  | \$5.08                      |
| 57     | Tuolumne - Zone A               | \$31.93                             | \$20.75 | \$3.00   | \$4.50 | \$0.00  | \$3.68                      | \$39.92                              | \$25.95 | \$3.00   | \$4.50 | \$0.50  | \$5.97                      |
| 58     | Ventura - Zone A                | \$32.20                             | \$20.93 | \$3.00   | \$4.50 | \$0.00  | \$3.77                      | \$40.25                              | \$26.16 | \$3.00   | \$4.50 | \$0.50  | \$6.09                      |
| 59     | Yolo                            | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |
| 60     | Yuba                            | \$35.43                             | \$23.03 | \$3.00   | \$4.50 | \$0.00  | \$4.90                      | \$44.29                              | \$28.79 | \$3.00   | \$4.50 | \$0.50  | \$7.50                      |

**Commercial Apprentice Private Wage**  
**Effective January 1, 2026 through March 1, 2026**

| County |                                 | 3rd Year<br>3,201 to 4,800 OJT Hours |         |          |        |         |                             | 4th Year<br>4,801 to 6,400 OJT Hours |         |          |        |         |                             |
|--------|---------------------------------|--------------------------------------|---------|----------|--------|---------|-----------------------------|--------------------------------------|---------|----------|--------|---------|-----------------------------|
|        |                                 | 3rd Year<br>Total<br>Package<br>60%  | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension | 4th Year<br>Total<br>Package<br>70%  | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension |
| 43     | San Mateo                       | \$78.48                              | \$51.01 | \$3.00   | \$4.50 | \$1.00  | \$18.97                     | \$91.56                              | \$59.51 | \$3.00   | \$4.50 | \$1.50  | \$23.05                     |
| 44     | Santa Barbara                   | \$46.63                              | \$30.31 | \$3.00   | \$4.50 | \$1.00  | \$7.82                      | \$54.40                              | \$35.36 | \$3.00   | \$4.50 | \$1.50  | \$10.04                     |
| 45     | Santa Clara                     | \$76.72                              | \$49.87 | \$3.00   | \$4.50 | \$1.00  | \$18.35                     | \$89.51                              | \$58.18 | \$3.00   | \$4.50 | \$1.50  | \$22.33                     |
| 46     | Santa Cruz - Zone A             | \$60.22                              | \$39.14 | \$3.00   | \$4.50 | \$1.00  | \$12.58                     | \$70.26                              | \$45.67 | \$3.00   | \$4.50 | \$1.50  | \$15.59                     |
| 47     | Shasta                          | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 48     | Sierra -<br>Outside Tahoe Basin | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 49     | Siskiyou                        | \$38.15                              | \$25.34 | \$3.00   | \$4.50 | \$1.00  | \$4.31                      | \$44.51                              | \$29.56 | \$3.00   | \$4.50 | \$1.50  | \$5.95                      |
| 50     | Solano                          | \$51.70                              | \$33.61 | \$3.00   | \$4.50 | \$1.00  | \$9.59                      | \$60.32                              | \$39.21 | \$3.00   | \$4.50 | \$1.50  | \$12.11                     |
| 51     | Sonoma                          | \$55.18                              | \$35.87 | \$3.00   | \$4.50 | \$1.00  | \$10.81                     | \$64.37                              | \$41.84 | \$3.00   | \$4.50 | \$1.50  | \$13.53                     |
| 52     | Stanislaus - Zone A             | \$47.90                              | \$31.14 | \$3.00   | \$4.50 | \$1.00  | \$8.26                      | \$55.88                              | \$36.32 | \$3.00   | \$4.50 | \$1.50  | \$10.56                     |
| 53     | Sutter                          | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 54     | Tehama                          | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 55     | Trinity                         | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 56     | Tulare                          | \$44.85                              | \$29.15 | \$3.00   | \$4.50 | \$1.00  | \$7.20                      | \$52.33                              | \$34.01 | \$3.00   | \$4.50 | \$1.50  | \$9.32                      |
| 57     | Tuolumne - Zone A               | \$47.90                              | \$31.14 | \$3.00   | \$4.50 | \$1.00  | \$8.26                      | \$55.88                              | \$36.32 | \$3.00   | \$4.50 | \$1.50  | \$10.56                     |
| 58     | Ventura - Zone A                | \$48.29                              | \$31.39 | \$3.00   | \$4.50 | \$1.00  | \$8.40                      | \$56.34                              | \$36.62 | \$3.00   | \$4.50 | \$1.50  | \$10.72                     |
| 59     | Yolo                            | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |
| 60     | Yuba                            | \$53.14                              | \$34.54 | \$3.00   | \$4.50 | \$1.00  | \$10.10                     | \$62.00                              | \$40.30 | \$3.00   | \$4.50 | \$1.50  | \$12.70                     |



**Commercial Apprentice Private Wage**  
**Effective January 1, 2026 through March 1, 2026**

| County |                                 | 5th Year 6,401 to 8,000 OJT Hours   |         |          |        |         |                             |
|--------|---------------------------------|-------------------------------------|---------|----------|--------|---------|-----------------------------|
|        |                                 | 5th Year<br>Total<br>Package<br>80% | Base    | Training | H & W  | Pension | Add'l<br>Wage or<br>Pension |
| 43     | San Mateo                       | \$104.64                            | \$68.02 | \$3.00   | \$4.50 | \$2.00  | \$27.12                     |
| 44     | Santa Barbara                   | \$62.18                             | \$40.42 | \$3.00   | \$4.50 | \$2.00  | \$12.26                     |
| 45     | Santa Clara                     | \$102.30                            | \$66.50 | \$3.00   | \$4.50 | \$2.00  | \$26.30                     |
| 46     | Santa Cruz - Zone A             | \$80.30                             | \$52.20 | \$3.00   | \$4.50 | \$2.00  | \$18.60                     |
| 47     | Shasta                          | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 48     | Sierra -<br>Outside Tahoe Basin | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 49     | Siskiyou                        | \$50.86                             | \$33.78 | \$3.00   | \$4.50 | \$2.00  | \$7.58                      |
| 50     | Solano                          | \$68.94                             | \$44.81 | \$3.00   | \$4.50 | \$2.00  | \$14.63                     |
| 51     | Sonoma                          | \$73.57                             | \$47.82 | \$3.00   | \$4.50 | \$2.00  | \$16.25                     |
| 52     | Stanislaus - Zone A             | \$63.86                             | \$41.51 | \$3.00   | \$4.50 | \$2.00  | \$12.85                     |
| 53     | Sutter                          | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 54     | Tehama                          | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 55     | Trinity                         | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 56     | Tulare                          | \$59.80                             | \$38.87 | \$3.00   | \$4.50 | \$2.00  | \$11.43                     |
| 57     | Tuolumne - Zone A               | \$63.86                             | \$41.51 | \$3.00   | \$4.50 | \$2.00  | \$12.85                     |
| 58     | Ventura - Zone A                | \$64.39                             | \$41.85 | \$3.00   | \$4.50 | \$2.00  | \$13.04                     |
| 59     | Yolo                            | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |
| 60     | Yuba                            | \$70.86                             | \$46.06 | \$3.00   | \$4.50 | \$2.00  | \$15.30                     |