

**Commercial Apprentice Private Wage
Effective March 1, 2026 through March 1, 2027**

| County | | 1st Year > 0 to 1,600 OJT Hours | | | | | | 2nd Year 1,601 to 3,200 OJT Hours | | | | | |
|--------|------------------|-------------------------------------|---------|----------|--------|---------|-----------------------------|-------------------------------------|---------|----------|--------|---------|-----------------------------|
| | | 1st Year Total Package 40% | Base | Training | H & W | Pension | Add'l Wage or Pension | 2nd Year Total Package 50% | Base | Training | H & W | Pension | Add'l Wage or Pension |
| 1 | Alameda | \$50.61 | \$32.90 | \$3.00 | \$6.50 | \$0.00 | \$8.21 | \$63.26 | \$41.12 | \$3.00 | \$6.50 | \$0.50 | \$12.14 |
| 2 | Alpine | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 3 | Amador | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 4 | Butte | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 5 | Calaveras | \$34.55 | \$22.46 | \$3.00 | \$6.50 | \$0.00 | \$2.59 | \$43.19 | \$28.07 | \$3.00 | \$6.50 | \$0.50 | \$5.12 |
| 6 | Colusa | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 7 | Contra Costa | \$42.64 | \$27.72 | \$3.00 | \$6.50 | \$0.00 | \$5.42 | \$53.31 | \$34.65 | \$3.00 | \$6.50 | \$0.50 | \$8.66 |
| 8 | Del Norte | \$38.44 | \$24.99 | \$3.00 | \$6.50 | \$0.00 | \$3.95 | \$48.06 | \$31.24 | \$3.00 | \$6.50 | \$0.50 | \$6.82 |
| 9 | El Dorado | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 10 | Fresno | \$32.96 | \$21.42 | \$3.00 | \$6.50 | \$0.00 | \$2.04 | \$41.20 | \$26.78 | \$3.00 | \$6.50 | \$0.50 | \$4.42 |
| 11 | Glenn | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 12 | Humboldt | \$38.44 | \$24.99 | \$3.00 | \$6.50 | \$0.00 | \$3.95 | \$48.06 | \$31.24 | \$3.00 | \$6.50 | \$0.50 | \$6.82 |
| 13 | Imperial - 5M+ | \$33.09 | \$21.51 | \$3.00 | \$6.50 | \$0.00 | \$2.08 | \$41.36 | \$26.88 | \$3.00 | \$6.50 | \$0.50 | \$4.48 |
| 14 | Imperial - to 5M | \$31.24 | \$20.31 | \$3.00 | \$6.50 | \$0.00 | \$1.43 | \$39.05 | \$25.38 | \$3.00 | \$6.50 | \$0.50 | \$3.67 |
| 15 | Inyo - Zone B | \$42.40 | \$27.56 | \$3.00 | \$6.50 | \$0.00 | \$5.34 | \$53.00 | \$34.45 | \$3.00 | \$6.50 | \$0.50 | \$8.55 |
| 16 | Kern | \$32.77 | \$21.30 | \$3.00 | \$6.50 | \$0.00 | \$1.97 | \$40.97 | \$26.63 | \$3.00 | \$6.50 | \$0.50 | \$4.34 |
| 17 | Kings | \$32.96 | \$21.42 | \$3.00 | \$6.50 | \$0.00 | \$2.04 | \$41.20 | \$26.78 | \$3.00 | \$6.50 | \$0.50 | \$4.42 |
| 18 | Lake | \$38.44 | \$24.99 | \$3.00 | \$6.50 | \$0.00 | \$3.95 | \$48.06 | \$31.24 | \$3.00 | \$6.50 | \$0.50 | \$6.82 |
| 19 | Lassen | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 20 | Los Angeles | \$41.24 | \$26.81 | \$3.00 | \$6.50 | \$0.00 | \$4.93 | \$51.56 | \$33.51 | \$3.00 | \$6.50 | \$0.50 | \$8.05 |
| 21 | Madera | \$32.96 | \$21.42 | \$3.00 | \$6.50 | \$0.00 | \$2.04 | \$41.20 | \$26.78 | \$3.00 | \$6.50 | \$0.50 | \$4.42 |

**Commercial Apprentice Private Wage
Effective March 1, 2026 through March 1, 2027**

| County | | 3rd Year 3,201 to 4,800 OJT Hours | | | | | | 4th Year 4,801 to 6,400 OJT Hours | | | | | |
|--------|------------------|--------------------------------------|---------|----------|--------|---------|-----------------------------|--------------------------------------|---------|----------|--------|---------|-----------------------------|
| | | 3rd Year Total Package 60% | Base | Training | H & W | Pension | Add'l Wage or Pension | 4th Year Total Package 70% | Base | Training | H & W | Pension | Add'l Wage or Pension |
| 1 | Alameda | \$75.91 | \$49.34 | \$3.00 | \$6.50 | \$1.00 | \$16.07 | \$88.56 | \$57.56 | \$3.00 | \$6.50 | \$1.50 | \$20.00 |
| 2 | Alpine | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 |
| 3 | Amador | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 |
| 4 | Butte | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 |
| 5 | Calaveras | \$51.82 | \$33.68 | \$3.00 | \$6.50 | \$1.00 | \$7.64 | \$60.46 | \$39.30 | \$3.00 | \$6.50 | \$1.50 | \$10.16 |
| 6 | Colusa | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 |
| 7 | Contra Costa | \$63.97 | \$41.58 | \$3.00 | \$6.50 | \$1.00 | \$11.89 | \$74.63 | \$48.51 | \$3.00 | \$6.50 | \$1.50 | \$15.12 |
| 8 | Del Norte | \$57.67 | \$37.49 | \$3.00 | \$6.50 | \$1.00 | \$9.68 | \$67.28 | \$43.73 | \$3.00 | \$6.50 | \$1.50 | \$12.55 |
| 9 | El Dorado | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 |
| 10 | Fresno | \$49.44 | \$32.14 | \$3.00 | \$6.50 | \$1.00 | \$6.80 | \$57.68 | \$37.49 | \$3.00 | \$6.50 | \$1.50 | \$9.19 |
| 11 | Glenn | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 |
| 12 | Humboldt | \$57.67 | \$37.49 | \$3.00 | \$6.50 | \$1.00 | \$9.68 | \$67.28 | \$43.73 | \$3.00 | \$6.50 | \$1.50 | \$12.55 |
| 13 | Imperial - 5M+ | \$49.63 | \$32.26 | \$3.00 | \$6.50 | \$1.00 | \$6.87 | \$57.90 | \$37.64 | \$3.00 | \$6.50 | \$1.50 | \$9.26 |
| 14 | Imperial - to 5M | \$46.85 | \$30.45 | \$3.00 | \$6.50 | \$1.00 | \$5.90 | \$54.66 | \$35.53 | \$3.00 | \$6.50 | \$1.50 | \$8.13 |
| 15 | Inyo - Zone B | \$63.60 | \$41.34 | \$3.00 | \$6.50 | \$1.00 | \$11.76 | \$74.20 | \$48.23 | \$3.00 | \$6.50 | \$1.50 | \$14.97 |
| 16 | Kern | \$49.16 | \$31.95 | \$3.00 | \$6.50 | \$1.00 | \$6.71 | \$57.35 | \$37.28 | \$3.00 | \$6.50 | \$1.50 | \$9.07 |
| 17 | Kings | \$49.44 | \$32.14 | \$3.00 | \$6.50 | \$1.00 | \$6.80 | \$57.68 | \$37.49 | \$3.00 | \$6.50 | \$1.50 | \$9.19 |
| 18 | Lake | \$57.67 | \$37.49 | \$3.00 | \$6.50 | \$1.00 | \$9.68 | \$67.28 | \$43.73 | \$3.00 | \$6.50 | \$1.50 | \$12.55 |
| 19 | Lassen | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 |
| 20 | Los Angeles | \$61.87 | \$40.22 | \$3.00 | \$6.50 | \$1.00 | \$11.15 | \$72.18 | \$46.92 | \$3.00 | \$6.50 | \$1.50 | \$14.26 |
| 21 | Madera | \$49.44 | \$32.14 | \$3.00 | \$6.50 | \$1.00 | \$6.80 | \$57.68 | \$37.49 | \$3.00 | \$6.50 | \$1.50 | \$9.19 |

**Commercial Apprentice Private Wage
Effective March 1, 2026 through March 1, 2027**

| County | | 5th Year 6,401 to 8,000 OJT Hours | | | | | |
|--------|------------------|-----------------------------------|---------|----------|--------|---------|-----------------------|
| | | 5th Year Total Package 80% | Base | Training | H & W | Pension | Add'l Wage or Pension |
| 1 | Alameda | \$101.22 | \$65.79 | \$3.00 | \$6.50 | \$2.00 | \$23.93 |
| 2 | Alpine | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 3 | Amador | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 4 | Butte | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 5 | Calaveras | \$69.10 | \$44.92 | \$3.00 | \$6.50 | \$2.00 | \$12.68 |
| 6 | Colusa | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 7 | Contra Costa | \$85.29 | \$55.44 | \$3.00 | \$6.50 | \$2.00 | \$18.35 |
| 8 | Del Norte | \$76.89 | \$49.98 | \$3.00 | \$6.50 | \$2.00 | \$15.41 |
| 9 | El Dorado | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 10 | Fresno | \$65.92 | \$42.85 | \$3.00 | \$6.50 | \$2.00 | \$11.57 |
| 11 | Glenn | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 12 | Humboldt | \$76.89 | \$49.98 | \$3.00 | \$6.50 | \$2.00 | \$15.41 |
| 13 | Imperial - 5M+ | \$66.18 | \$43.02 | \$3.00 | \$6.50 | \$2.00 | \$11.66 |
| 14 | Imperial - to 5M | \$62.47 | \$40.61 | \$3.00 | \$6.50 | \$2.00 | \$10.36 |
| 15 | Inyo - Zone B | \$84.80 | \$55.12 | \$3.00 | \$6.50 | \$2.00 | \$18.18 |
| 16 | Kern | \$65.54 | \$42.60 | \$3.00 | \$6.50 | \$2.00 | \$11.44 |
| 17 | Kings | \$65.92 | \$42.85 | \$3.00 | \$6.50 | \$2.00 | \$11.57 |
| 18 | Lake | \$76.89 | \$49.98 | \$3.00 | \$6.50 | \$2.00 | \$15.41 |
| 19 | Lassen | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 20 | Los Angeles | \$82.49 | \$53.62 | \$3.00 | \$6.50 | \$2.00 | \$17.37 |
| 21 | Madera | \$65.92 | \$42.85 | \$3.00 | \$6.50 | \$2.00 | \$11.57 |

**Commercial Apprentice Private Wage
Effective March 1, 2026 through March 1, 2027**

| County | | 1st Year > 0 to 1,600 OJT Hours | | | | | | 2nd Year 1,601 to 3,200 OJT Hours | | | | | |
|--------|-------------------------|---------------------------------|---------|----------|--------|---------|-----------------------|-----------------------------------|---------|----------|--------|---------|-----------------------|
| | | 1st Year Total Package 40% | Base | Training | H & W | Pension | Add'l Wage or Pension | 2nd Year Total Package 50% | Base | Training | H & W | Pension | Add'l Wage or Pension |
| 22 | Marin | \$38.44 | \$24.99 | \$3.00 | \$6.50 | \$0.00 | \$3.95 | \$48.06 | \$31.24 | \$3.00 | \$6.50 | \$0.50 | \$6.82 |
| 23 | Mariposa - Zone A | \$33.46 | \$21.75 | \$3.00 | \$6.50 | \$0.00 | \$2.21 | \$41.82 | \$27.18 | \$3.00 | \$6.50 | \$0.50 | \$4.64 |
| 24 | Mendocino | \$38.44 | \$24.99 | \$3.00 | \$6.50 | \$0.00 | \$3.95 | \$48.06 | \$31.24 | \$3.00 | \$6.50 | \$0.50 | \$6.82 |
| 25 | Merced - Zone A | \$33.46 | \$21.75 | \$3.00 | \$6.50 | \$0.00 | \$2.21 | \$41.82 | \$27.18 | \$3.00 | \$6.50 | \$0.50 | \$4.64 |
| 26 | Modoc | \$26.40 | \$16.90 | \$3.00 | \$6.50 | \$0.00 | \$0.00 | \$31.79 | \$21.12 | \$3.00 | \$6.50 | \$0.50 | \$0.67 |
| 27 | Mono - Zone B | \$42.40 | \$27.56 | \$3.00 | \$6.50 | \$0.00 | \$5.34 | \$53.00 | \$34.45 | \$3.00 | \$6.50 | \$0.50 | \$8.55 |
| 28 | Monterey - Zone A | \$42.06 | \$27.34 | \$3.00 | \$6.50 | \$0.00 | \$5.22 | \$52.58 | \$34.18 | \$3.00 | \$6.50 | \$0.50 | \$8.40 |
| 29 | Napa | \$37.74 | \$24.53 | \$3.00 | \$6.50 | \$0.00 | \$3.71 | \$47.18 | \$30.67 | \$3.00 | \$6.50 | \$0.50 | \$6.51 |
| 30 | Nevada | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 31 | Orange | \$35.34 | \$22.97 | \$3.00 | \$6.50 | \$0.00 | \$2.87 | \$44.18 | \$28.72 | \$3.00 | \$6.50 | \$0.50 | \$5.46 |
| 32 | Placer | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 33 | Plumas | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 34 | Riverside | \$36.25 | \$23.56 | \$3.00 | \$6.50 | \$0.00 | \$3.19 | \$45.31 | \$29.45 | \$3.00 | \$6.50 | \$0.50 | \$5.86 |
| 35 | Sacramento | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 36 | San Benito - Zone A | \$42.06 | \$27.34 | \$3.00 | \$6.50 | \$0.00 | \$5.22 | \$52.58 | \$34.18 | \$3.00 | \$6.50 | \$0.50 | \$8.40 |
| 37 | San Bernardino - Zone A | \$34.58 | \$22.48 | \$3.00 | \$6.50 | \$0.00 | \$2.60 | \$43.22 | \$28.09 | \$3.00 | \$6.50 | \$0.50 | \$5.13 |
| 38 | San Bernardino - Zone B | \$42.40 | \$27.56 | \$3.00 | \$6.50 | \$0.00 | \$5.34 | \$53.00 | \$34.45 | \$3.00 | \$6.50 | \$0.50 | \$8.55 |
| 39 | San Diego | \$31.24 | \$20.31 | \$3.00 | \$6.50 | \$0.00 | \$1.43 | \$39.05 | \$25.38 | \$3.00 | \$6.50 | \$0.50 | \$3.67 |
| 40 | San Francisco | \$56.81 | \$36.93 | \$3.00 | \$6.50 | \$0.00 | \$10.38 | \$71.02 | \$46.16 | \$3.00 | \$6.50 | \$0.50 | \$14.86 |
| 41 | San Joaquin | \$34.55 | \$22.46 | \$3.00 | \$6.50 | \$0.00 | \$2.59 | \$43.19 | \$28.07 | \$3.00 | \$6.50 | \$0.50 | \$5.12 |
| 42 | San Luis Obispo | \$32.21 | \$20.94 | \$3.00 | \$6.50 | \$0.00 | \$1.77 | \$40.26 | \$26.17 | \$3.00 | \$6.50 | \$0.50 | \$4.09 |

**Commercial Apprentice Private Wage
Effective March 1, 2026 through March 1, 2027**

| County | 3rd Year 3,201 to 4,800 OJT Hours | | | | | | | 4th Year 4,801 to 6,400 OJT Hours | | | | | |
|--------|--------------------------------------|---------|----------|--------|---------|-----------------------------|-------------------------------------|--------------------------------------|----------|--------|---------|-----------------------------|---------|
| | 3rd Year Total Package 60% | Base | Training | H & W | Pension | Add'l Wage or Pension | 4th Year Total Package 70% | Base | Training | H & W | Pension | Add'l Wage or Pension | |
| 22 | Marin | \$57.67 | \$37.49 | \$3.00 | \$6.50 | \$1.00 | \$9.68 | \$67.28 | \$43.73 | \$3.00 | \$6.50 | \$1.50 | \$12.55 |
| 23 | Mariposa - Zone A | \$50.18 | \$32.62 | \$3.00 | \$6.50 | \$1.00 | \$7.06 | \$58.55 | \$38.06 | \$3.00 | \$6.50 | \$1.50 | \$9.49 |
| 24 | Mendocino | \$57.67 | \$37.49 | \$3.00 | \$6.50 | \$1.00 | \$9.68 | \$67.28 | \$43.73 | \$3.00 | \$6.50 | \$1.50 | \$12.55 |
| 25 | Merced - Zone A | \$50.18 | \$32.62 | \$3.00 | \$6.50 | \$1.00 | \$7.06 | \$58.55 | \$38.06 | \$3.00 | \$6.50 | \$1.50 | \$9.49 |
| 26 | Modoc | \$38.15 | \$25.34 | \$3.00 | \$6.50 | \$1.00 | \$2.31 | \$44.51 | \$29.56 | \$3.00 | \$6.50 | \$1.50 | \$3.95 |
| 27 | Mono - Zone B | \$63.60 | \$41.34 | \$3.00 | \$6.50 | \$1.00 | \$11.76 | \$74.20 | \$48.23 | \$3.00 | \$6.50 | \$1.50 | \$14.97 |
| 28 | Monterey - Zone A | \$63.09 | \$41.01 | \$3.00 | \$6.50 | \$1.00 | \$11.58 | \$73.61 | \$47.85 | \$3.00 | \$6.50 | \$1.50 | \$14.76 |
| 29 | Napa | \$56.62 | \$36.80 | \$3.00 | \$6.50 | \$1.00 | \$9.32 | \$66.05 | \$42.93 | \$3.00 | \$6.50 | \$1.50 | \$12.12 |
| 30 | Nevada | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 |
| 31 | Orange | \$53.01 | \$34.46 | \$3.00 | \$6.50 | \$1.00 | \$8.05 | \$61.85 | \$40.20 | \$3.00 | \$6.50 | \$1.50 | \$10.65 |
| 32 | Placer | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 |
| 33 | Plumas | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 |
| 34 | Riverside | \$54.37 | \$35.34 | \$3.00 | \$6.50 | \$1.00 | \$8.53 | \$63.43 | \$41.23 | \$3.00 | \$6.50 | \$1.50 | \$11.20 |
| 35 | Sacramento | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 |
| 36 | San Benito - Zone A | \$63.09 | \$41.01 | \$3.00 | \$6.50 | \$1.00 | \$11.58 | \$73.61 | \$47.85 | \$3.00 | \$6.50 | \$1.50 | \$14.76 |
| 37 | San Bernardino - Zone A | \$51.86 | \$33.71 | \$3.00 | \$6.50 | \$1.00 | \$7.65 | \$60.51 | \$39.33 | \$3.00 | \$6.50 | \$1.50 | \$10.18 |
| 38 | San Bernardino - Zone B | \$63.60 | \$41.34 | \$3.00 | \$6.50 | \$1.00 | \$11.76 | \$74.20 | \$48.23 | \$3.00 | \$6.50 | \$1.50 | \$14.97 |
| 39 | San Diego | \$46.85 | \$30.45 | \$3.00 | \$6.50 | \$1.00 | \$5.90 | \$54.66 | \$35.53 | \$3.00 | \$6.50 | \$1.50 | \$8.13 |
| 40 | San Francisco | \$85.22 | \$55.39 | \$3.00 | \$6.50 | \$1.00 | \$19.33 | \$99.42 | \$64.62 | \$3.00 | \$6.50 | \$1.50 | \$23.80 |
| 41 | San Joaquin | \$51.82 | \$33.68 | \$3.00 | \$6.50 | \$1.00 | \$7.64 | \$60.46 | \$39.30 | \$3.00 | \$6.50 | \$1.50 | \$10.16 |
| 42 | San Luis Obispo | \$48.31 | \$31.40 | \$3.00 | \$6.50 | \$1.00 | \$6.41 | \$56.36 | \$36.63 | \$3.00 | \$6.50 | \$1.50 | \$8.73 |

**Commercial Apprentice Private Wage
Effective March 1, 2026 through March 1, 2027**

| County | 5th Year 6,401 to 8,000 OJT Hours | | | | | | |
|--------|-----------------------------------|----------|----------|--------|---------|-----------------------|---------|
| | 5th Year Total Package 80% | Base | Training | H & W | Pension | Add'l Wage or Pension | |
| 22 | Marin | \$76.89 | \$49.98 | \$3.00 | \$6.50 | \$2.00 | \$15.41 |
| 23 | Mariposa - Zone A | \$66.91 | \$43.49 | \$3.00 | \$6.50 | \$2.00 | \$11.92 |
| 24 | Mendocino | \$76.89 | \$49.98 | \$3.00 | \$6.50 | \$2.00 | \$15.41 |
| 25 | Merced - Zone A | \$66.91 | \$43.49 | \$3.00 | \$6.50 | \$2.00 | \$11.92 |
| 26 | Modoc | \$50.86 | \$33.78 | \$3.00 | \$6.50 | \$2.00 | \$5.58 |
| 27 | Mono - Zone B | \$84.80 | \$55.12 | \$3.00 | \$6.50 | \$2.00 | \$18.18 |
| 28 | Monterey - Zone A | \$84.12 | \$54.68 | \$3.00 | \$6.50 | \$2.00 | \$17.94 |
| 29 | Napa | \$75.49 | \$49.07 | \$3.00 | \$6.50 | \$2.00 | \$14.92 |
| 30 | Nevada | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 31 | Orange | \$70.68 | \$45.94 | \$3.00 | \$6.50 | \$2.00 | \$13.24 |
| 32 | Placer | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 33 | Plumas | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 34 | Riverside | \$72.50 | \$47.13 | \$3.00 | \$6.50 | \$2.00 | \$13.87 |
| 35 | Sacramento | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 36 | San Benito - Zone A | \$84.12 | \$54.68 | \$3.00 | \$6.50 | \$2.00 | \$17.94 |
| 37 | San Bernardino - Zone A | \$69.15 | \$44.95 | \$3.00 | \$6.50 | \$2.00 | \$12.70 |
| 38 | San Bernardino - Zone B | \$84.80 | \$55.12 | \$3.00 | \$6.50 | \$2.00 | \$18.18 |
| 39 | San Diego | \$62.47 | \$40.61 | \$3.00 | \$6.50 | \$2.00 | \$10.36 |
| 40 | San Francisco | \$113.62 | \$73.85 | \$3.00 | \$6.50 | \$2.00 | \$28.27 |
| 41 | San Joaquin | \$69.10 | \$44.92 | \$3.00 | \$6.50 | \$2.00 | \$12.68 |
| 42 | San Luis Obispo | \$64.42 | \$41.87 | \$3.00 | \$6.50 | \$2.00 | \$11.05 |

**Commercial Apprentice Private Wage
Effective March 1, 2026 through March 1, 2027**

| County | | 1st Year > 0 to 1,600 OJT Hours | | | | | | 2nd Year 1,601 to 3,200 OJT Hours | | | | | |
|--------|------------------------------|---------------------------------|---------|----------|--------|---------|-----------------------|-----------------------------------|---------|----------|--------|---------|-----------------------|
| | | 1st Year Total Package 40% | Base | Training | H & W | Pension | Add'l Wage or Pension | 2nd Year Total Package 50% | Base | Training | H & W | Pension | Add'l Wage or Pension |
| 43 | San Mateo | \$54.83 | \$35.64 | \$3.00 | \$6.50 | \$0.00 | \$9.69 | \$68.54 | \$44.55 | \$3.00 | \$6.50 | \$0.50 | \$13.99 |
| 44 | Santa Barbara | \$32.23 | \$20.95 | \$3.00 | \$6.50 | \$0.00 | \$1.78 | \$40.29 | \$26.19 | \$3.00 | \$6.50 | \$0.50 | \$4.10 |
| 45 | Santa Clara | \$56.31 | \$36.60 | \$3.00 | \$6.50 | \$0.00 | \$10.21 | \$70.39 | \$45.75 | \$3.00 | \$6.50 | \$0.50 | \$14.64 |
| 46 | Santa Cruz - Zone A | \$42.06 | \$27.34 | \$3.00 | \$6.50 | \$0.00 | \$5.22 | \$52.58 | \$34.18 | \$3.00 | \$6.50 | \$0.50 | \$8.40 |
| 47 | Shasta | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 48 | Sierra - Outside Tahoe Basin | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 49 | Siskiyou | \$26.40 | \$16.90 | \$3.00 | \$6.50 | \$0.00 | \$0.00 | \$31.79 | \$21.12 | \$3.00 | \$6.50 | \$0.50 | \$0.67 |
| 50 | Solano | \$37.74 | \$24.53 | \$3.00 | \$6.50 | \$0.00 | \$3.71 | \$47.18 | \$30.67 | \$3.00 | \$6.50 | \$0.50 | \$6.51 |
| 51 | Sonoma | \$38.44 | \$24.99 | \$3.00 | \$6.50 | \$0.00 | \$3.95 | \$48.06 | \$31.24 | \$3.00 | \$6.50 | \$0.50 | \$6.82 |
| 52 | Stanislaus - Zone A | \$33.46 | \$21.75 | \$3.00 | \$6.50 | \$0.00 | \$2.21 | \$41.82 | \$27.18 | \$3.00 | \$6.50 | \$0.50 | \$4.64 |
| 53 | Sutter | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 54 | Tehama | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 55 | Trinity | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 56 | Tulare | \$32.96 | \$21.42 | \$3.00 | \$6.50 | \$0.00 | \$2.04 | \$41.20 | \$26.78 | \$3.00 | \$6.50 | \$0.50 | \$4.42 |
| 57 | Tuolumne - Zone A | \$33.46 | \$21.75 | \$3.00 | \$6.50 | \$0.00 | \$2.21 | \$41.82 | \$27.18 | \$3.00 | \$6.50 | \$0.50 | \$4.64 |
| 58 | Ventura - Zone A | \$34.78 | \$22.61 | \$3.00 | \$6.50 | \$0.00 | \$2.67 | \$43.48 | \$28.26 | \$3.00 | \$6.50 | \$0.50 | \$5.22 |
| 59 | Yolo | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |
| 60 | Yuba | \$37.29 | \$24.24 | \$3.00 | \$6.50 | \$0.00 | \$3.55 | \$46.61 | \$30.30 | \$3.00 | \$6.50 | \$0.50 | \$6.31 |

**Commercial Apprentice Private Wage
Effective March 1, 2026 through March 1, 2027**

| County | 3rd Year 3,201 to 4,800 OJT Hours | | | | | | | 4th Year 4,801 to 6,400 OJT Hours | | | | | |
|------------------------------------|--------------------------------------|---------|----------|--------|---------|-----------------------------|-------------------------------------|--------------------------------------|----------|--------|---------|-----------------------------|--|
| | 3rd Year Total Package 60% | Base | Training | H & W | Pension | Add'l Wage or Pension | 4th Year Total Package 70% | Base | Training | H & W | Pension | Add'l Wage or Pension | |
| 43 San Mateo | \$82.24 | \$53.46 | \$3.00 | \$6.50 | \$1.00 | \$18.28 | \$95.95 | \$62.37 | \$3.00 | \$6.50 | \$1.50 | \$22.58 | |
| 44 Santa Barbara | \$48.34 | \$31.42 | \$3.00 | \$6.50 | \$1.00 | \$6.42 | \$56.40 | \$36.66 | \$3.00 | \$6.50 | \$1.50 | \$8.74 | |
| 45 Santa Clara | \$84.47 | \$54.91 | \$3.00 | \$6.50 | \$1.00 | \$19.06 | \$98.55 | \$64.06 | \$3.00 | \$6.50 | \$1.50 | \$23.49 | |
| 46 Santa Cruz - Zone A | \$63.09 | \$41.01 | \$3.00 | \$6.50 | \$1.00 | \$11.58 | \$73.61 | \$47.85 | \$3.00 | \$6.50 | \$1.50 | \$14.76 | |
| 47 Shasta | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 | |
| 48 Sierra - Outside Tahoe Basin | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 | |
| 49 Siskiyou | \$38.15 | \$25.34 | \$3.00 | \$6.50 | \$1.00 | \$2.31 | \$44.51 | \$29.56 | \$3.00 | \$6.50 | \$1.50 | \$3.95 | |
| 50 Solano | \$56.62 | \$36.80 | \$3.00 | \$6.50 | \$1.00 | \$9.32 | \$66.05 | \$42.93 | \$3.00 | \$6.50 | \$1.50 | \$12.12 | |
| 51 Sonoma | \$57.67 | \$37.49 | \$3.00 | \$6.50 | \$1.00 | \$9.68 | \$67.28 | \$43.73 | \$3.00 | \$6.50 | \$1.50 | \$12.55 | |
| 52 Stanislaus - Zone A | \$50.18 | \$32.62 | \$3.00 | \$6.50 | \$1.00 | \$7.06 | \$58.55 | \$38.06 | \$3.00 | \$6.50 | \$1.50 | \$9.49 | |
| 53 Sutter | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 | |
| 54 Tehama | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 | |
| 55 Trinity | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 | |
| 56 Tulare | \$49.44 | \$32.14 | \$3.00 | \$6.50 | \$1.00 | \$6.80 | \$57.68 | \$37.49 | \$3.00 | \$6.50 | \$1.50 | \$9.19 | |
| 57 Tuolumne - Zone A | \$50.18 | \$32.62 | \$3.00 | \$6.50 | \$1.00 | \$7.06 | \$58.55 | \$38.06 | \$3.00 | \$6.50 | \$1.50 | \$9.49 | |
| 58 Ventura - Zone A | \$52.17 | \$33.91 | \$3.00 | \$6.50 | \$1.00 | \$7.76 | \$60.87 | \$39.57 | \$3.00 | \$6.50 | \$1.50 | \$10.30 | |
| 59 Yolo | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 | |
| 60 Yuba | \$55.93 | \$36.35 | \$3.00 | \$6.50 | \$1.00 | \$9.08 | \$65.25 | \$42.41 | \$3.00 | \$6.50 | \$1.50 | \$11.84 | |

**Commercial Apprentice Private Wage
Effective March 1, 2026 through March 1, 2027**

| County | | 5th Year 6,401 to 8,000 OJT Hours | | | | | |
|--------|---------------------------------|-------------------------------------|---------|----------|--------|---------|-----------------------------|
| | | 5th Year Total Package 80% | Base | Training | H & W | Pension | Add'l Wage or Pension |
| 43 | San Mateo | \$109.66 | \$71.28 | \$3.00 | \$6.50 | \$2.00 | \$26.88 |
| 44 | Santa Barbara | \$64.46 | \$41.90 | \$3.00 | \$6.50 | \$2.00 | \$11.06 |
| 45 | Santa Clara | \$112.62 | \$73.20 | \$3.00 | \$6.50 | \$2.00 | \$27.92 |
| 46 | Santa Cruz - Zone A | \$84.12 | \$54.68 | \$3.00 | \$6.50 | \$2.00 | \$17.94 |
| 47 | Shasta | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 48 | Sierra - Outside Tahoe Basin | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 49 | Siskiyou | \$50.86 | \$33.78 | \$3.00 | \$6.50 | \$2.00 | \$5.58 |
| 50 | Solano | \$75.49 | \$49.07 | \$3.00 | \$6.50 | \$2.00 | \$14.92 |
| 51 | Sonoma | \$76.89 | \$49.98 | \$3.00 | \$6.50 | \$2.00 | \$15.41 |
| 52 | Stanislaus - Zone A | \$66.91 | \$43.49 | \$3.00 | \$6.50 | \$2.00 | \$11.92 |
| 53 | Sutter | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 54 | Tehama | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 55 | Trinity | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 56 | Tulare | \$65.92 | \$42.85 | \$3.00 | \$6.50 | \$2.00 | \$11.57 |
| 57 | Tuolumne - Zone A | \$66.91 | \$43.49 | \$3.00 | \$6.50 | \$2.00 | \$11.92 |
| 58 | Ventura - Zone A | \$69.56 | \$45.21 | \$3.00 | \$6.50 | \$2.00 | \$12.85 |
| 59 | Yolo | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |
| 60 | Yuba | \$74.58 | \$48.48 | \$3.00 | \$6.50 | \$2.00 | \$14.60 |