

2025 Rates for Rank-and-File Employees

Class Code	Class Title	Hourly Wage	Benefits 1-party	Benefits 2-party	Benefits 3-party	Benefits Blended	Total Rates 1-party	Total Rates 2-party	Total Rates 3-party	Total Rates Blended
1985	SECURITY GUARD	\$15.08	\$10.92	\$15.01	\$17.51	\$13.86	\$26.00	\$30.09	\$32.59	\$28.94
1984	LEAD SECURITY GUARD	\$15.83	\$11.20	\$15.29	\$17.79	\$14.14	\$27.03	\$31.12	\$33.62	\$29.97
2011	CUSTODIAN I	\$15.83	\$11.20	\$15.29	\$17.79	\$14.14	\$27.03	\$31.12	\$33.62	\$29.97
2003	CUSTODIAN II	\$16.62	\$11.51	\$15.60	\$18.10	\$14.45	\$28.13	\$32.22	\$34.72	\$31.07
2037	WINDOW CLEANER	\$17.99	\$11.24	\$15.33	\$17.83	\$14.37	\$29.23	\$33.32	\$35.82	\$32.36
2116	LAUNDRY WORKER	\$15.59	\$11.11	\$15.20	\$17.70	\$14.05	\$26.70	\$30.79	\$33.29	\$29.64
2169	DIETETIC TECHNICIAN	\$18.63	\$12.30	\$16.39	\$18.89	\$15.24	\$30.93	\$35.02	\$37.52	\$33.87
2185	COOK SPECIALIST I	\$18.09	\$12.09	\$16.18	\$18.68	\$15.03	\$30.18	\$34.27	\$36.77	\$33.12
2184	COOK SPECIALIST II	\$20.18	\$12.90	\$16.99	\$19.49	\$15.84	\$33.08	\$37.17	\$39.67	\$36.02
2186	COOK SPECIALIST II (CORRECTIONAL FACILITY)*	\$20.18	\$11.41	\$15.50	\$18.00	\$14.35	\$31.59	\$35.68	\$38.18	\$34.53
2198	FOOD SERVICE WORKER I (SAFETY)*	\$15.85	\$10.04	\$14.13	\$16.63	\$12.98	\$25.89	\$29.98	\$32.48	\$28.83
2199	FOOD SERVICE WORKER II/SF*	\$16.62	\$10.28	\$14.37	\$16.87	\$13.22	\$26.90	\$30.99	\$33.49	\$29.84

The purpose of this information is to assist departments in complying with the requirements of Government Code section 19134, which requires personal service contracts to pay employees at least 85 percent of the state employer cost of wages and benefits provided to state employees performing similar work.

Please note that additional limits on the amount paid to employees under personal service contracts may apply. Department should review any and all applicable statutory and regulatory provisions, including but not limited to Government Code section 19130, SPB Regulation 547.72, and the State Contracting Manual to ensure compliance.

These rates reflect the employee wages and benefits that are valued at least 85 percent of the state employer cost of wages and benefits provided to state employees for performing similar duties.

Benefits include health, dental, vision, holidays, sick leave, vacation, and retirement.

The holiday calculation is based on 11 holidays per Government Code 19853.

For FY 2024-25, the Employer Contribution Retirement Rate for State Miscellaneous members is 26.31% and for State Safety members is 18.92% (Source: CalPERS). State Safety classifications are designated with * in the class title.

Satellite Wagering class codes 8097, 8099, 8100, 8105, were abolished through State Personnel Board resolution, effective January 1, 2024.

2025 Rates for Supervisory Employees

Class Code	Class Title	Hourly Wage	Benefits 1-party	Benefits 2-party	Benefits 3-party	Benefits Blended	Total Rates 1-party	Total Rates 2-party	Total Rates 3-party	Total Rates Blended
2002	CUSTODIAN SUPERVISOR I	\$17.97	\$11.50	\$15.63	\$18.14	\$14.88	\$29.47	\$33.60	\$36.11	\$32.85
2001	CUSTODIAN SUPERVISOR II	\$19.45	\$12.08	\$16.21	\$18.72	\$15.46	\$31.53	\$35.66	\$38.17	\$34.91
2258	FOOD SERVICE SUPERVISOR I	\$17.47	\$11.31	\$15.44	\$17.95	\$14.69	\$28.78	\$32.91	\$35.42	\$32.16
2256	FOOD SERVICE SUPERVISOR II	\$21.40	\$12.84	\$16.97	\$19.48	\$16.22	\$34.24	\$38.37	\$40.88	\$37.62
2149	FOOD MANAGER	\$29.83	\$16.14	\$20.27	\$22.78	\$19.52	\$45.97	\$50.10	\$52.61	\$49.35

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These rates reflect the employee wages and benefits that are valued at least 85 percent of the state employer cost of wages and benefits provided to state employees for performing similar duties.

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