

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK
BUILDING SERVICE EMPLOYEE PREVAILING WAGE SCHEDULE

**LABOR LAW ARTICLE 9
REAL PROPERTY TAX LAW §421-A
NYC ADMINISTRATIVE CODE §6-130**

**PREVAILING WAGE FOR BUILDING SERVICE EMPLOYEES ON NYC CONTRACTS PURSUANT
TO LABOR LAW ARTICLE 9**

Building service employees on public contracts must receive not less than the prevailing rate of wage and supplements for the classification of work performed. In accordance with Labor Law Article 9 the Comptroller of the City of New York has promulgated this schedule of prevailing wages and supplemental benefits for building service employees engaged on New York City public building service contracts in excess of \$1,500.00. Prevailing rates are required to be annexed to and form part of the contract pursuant to §231 (4).

This schedule is a compilation of separate determinations of the prevailing rate of wage and supplements made by the Comptroller for each trade classification listed herein pursuant to New York State Labor Law section 234 (1). The source of the wage and supplement rates, whether a collective bargaining agreement, survey data or other, is listed at the end of each classification.

Agency Chief Contracting Officers should contact the Bureau of Labor Law's Classification Unit with any questions concerning trade classifications, prevailing rates or prevailing practices with respect to procurement on New York City building service contracts. Contractors are advised to review the Comptroller's Prevailing Wage Schedule before bidding on building service contracts. Contractors with questions concerning trade classifications, prevailing rates or prevailing practices with respect to building service contracts in the procurement stage must contact the contracting agency responsible for the procurement.

Any error as to compensation under the prevailing wage law or other information as to trade classification, made by the contracting agency in the contract documents or in any other communication, will not preclude a finding against the contractor of prevailing wage violation.

Any questions concerning trade classifications, prevailing rates or prevailing practices on New York City building service contracts that have already been awarded may be directed to the Bureau of Labor Law's Classification Unit by calling (212) 669-4443. All callers must have the agency name and contract registration number available when calling with questions on building service contracts. Please direct all other compliance issues to: laborlaw@comptroller.nyc.gov or Bureau of Labor Law, Attn: Paul Brumlik, Office of the Comptroller, 1 Centre Street, Room 651, New York, N.Y. 10007.

**PREVAILING WAGE FOR BUILDING SERVICE EMPLOYEES IN BUILDINGS WITH TAX
EXEMPTION BENEFITS PURSUANT TO REAL PROPERTY TAX LAW §421-A**

Covered Landlords shall ensure that all building service employees performing work in buildings with 50 or more dwelling units for which construction was commenced after December 27, 2007, that receive tax exemption benefits under Real Property Tax Law §421-a(8) (or 30 or more dwelling units in buildings that receive tax exemption benefits under Real Property Tax Law §421-a(16) or (17)), are paid no less than the prevailing wage rates listed in this schedule, unless the New York City Department of

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Housing Preservation and Development determines that, at initial occupancy, at least 50 percent of the dwelling units are affordable to individuals or families with a gross household income at or below 125 percent of the area median income and that any such units which are located in rental buildings will be subject to restrictions to insure that they will remain affordable for the entire period during which they receive benefits under Real Property Tax Law §421-a.

PREVAILING WAGE FOR BUILDING SERVICE EMPLOYEES IN NEW YORK CITY LEASED OR FINANCIALLY ASSISTED FACILITIES PURSUANT TO NYC ADMINISTRATIVE CODE § 6-130

Covered landlords & covered financial assistance recipients shall ensure that all building service employees performing building service work at the premises to which a lease or financial assistance pertains are paid no less than the prevailing wage listed in this Schedule.

Covered Landlords include:

Anyone leasing commercial office space or commercial office facilities of 10,000 square feet or more to New York City agencies that lease or rent no less than 51% of the total square footage of the building to which the lease applies (no less than 80% in Staten Island or in an area not defined as an exclusion area pursuant to section 421-a of the real property tax law on the date of enactment of the local law).

Covered Financial Assistance Recipients include:

Businesses with annual gross revenues of five million dollars or more who have received financial assistance from the City of New York (as defined in New York City Administrative Code §6-130) with a total value of one million dollars or more. Business Improvement Districts and employers with manufacturing operations at the premises to which the financial assistance pertains are not covered. Not-for-profit organizations are not covered unless they have received financial assistance in relation to a residential development project.

The information is intended to assist you in meeting your prevailing wage obligation. You should consult New York City Administrative Code §6-130 to determine whether you are covered by this prevailing wage law. New York City Administrative Code § 6-130 requires the City to maintain an updated list of covered landlords and financial assistance recipients who are subject to the prevailing wage requirement.

Labor Law § 231 (6) and NYC Administrative Law §6-130 requires contractors to post on the site of the work a current copy of this schedule of wages and supplements.

This schedule is applicable to work performed during the effective period, unless otherwise noted. Changes to this schedule are published on our web site comptroller.nyc.gov/wages. Contractors must pay the wages and supplements in effect when the building service employee performs the work. Preliminary schedules for future one-year periods appear in the City Record on or about June 1 each succeeding year. Final schedules appear on or about July 1 in the City Record and on our web site comptroller.nyc.gov/wages.

Contractors are solely responsible for maintaining original payroll records delineating, among other things, the hours worked by each employee within a given classification.

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In order to meet their obligation to provide prevailing supplemental benefits to each covered employee, employers must either:

- 1) Provide bona fide fringe benefits which cost the employer no less than the prevailing supplemental benefits rate; or
- 2) Supplement the employee's hourly wage by an amount no less than the prevailing supplemental benefits rate; or
- 3) Provide a combination of bona fide fringe benefits and wage supplements which cost the employer no less than the prevailing supplemental benefits rate in total.

Although prevailing wage laws do not require employers to provide bona fide fringe benefits (as opposed to wage supplements) to their employees, other laws may. For example, the Employee Retirement Income Security Act, 29 U.S.C. § 1001 et seq., the Patient Protection and Affordable Care Act, 42 U.S.C. § 18001 et seq., and the New York City Paid Sick Leave Law, N.Y.C. Admin. Code § 20-911 et seq., require certain employers to provide certain benefits to their employees. Labor agreements to which employers are a party may also require certain benefits. The Comptroller's Office does not enforce these laws or agreements.

Employers must provide prevailing supplemental benefits at the straight time rate for each hour worked unless otherwise noted in the classification.

Paid Holidays, Vacation and Sick Leave when listed must be paid or provided in addition to the prevailing hourly supplemental benefit rate.

For more information, please refer to the Comptroller's Prevailing Wage Law Regulations in Title 44 of the Rules of the City of New York, Chapter 2, available at comptroller.nyc.gov/wages.

If you are a Covered Building Service Employee and you have been paid less than the Prevailing Wage and Benefits, please contact us at (212) 669-4443 or download our complaint form from our website at comptroller.nyc.gov/wages.

Si es un empleado de servicios a edificios elegible y recibió menos del sueldo prevalente y beneficios, por favor contáctenos en (212) 669-4443 o descarga un formulario de reclamo del sitio del Internet comptroller.nyc.gov/wages.

**Paul Brumlik
Director of Classifications
Bureau of Labor Law**

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BUILDING CLEANER AND MAINTAINER (NON-RESIDENTIAL)

Building Class "A" Handyperson (Over 280,000 square feet gross area)

(Includes all building service employees that, by training and experience, possess a certain amount of mechanical or technical skill and devote more than fifty (50) percent of their working time in a building to work involving such skills.)

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: **\$33.75**

Supplemental Benefit Rate per Hour: **\$15.80**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: **\$34.87**

Supplemental Benefit Rate per Hour: **\$16.14**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Building Class "A" Foreperson, Starter (Over 280,000 square feet gross area)

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: **\$33.64**

Supplemental Benefit Rate per Hour: **\$15.80**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: **\$34.76**

Supplemental Benefit Rate per Hour: **\$16.14**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Building Class "A" Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director (Over 280,000 square feet gross area)

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: **\$30.97**

Supplemental Benefit Rate per Hour: **\$15.80**

New Hire Wage Rate per Hour:

0-21 months of employment - \$23.23

22-42 months of employment - \$ 26.33

New Hire Supplemental Benefit Rate per Hour:

0-3 months of employment - \$0.00

4-12 months of employment - \$12.01

13-24 months of employment - \$15.48

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Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: \$32.05

Supplemental Benefit Rate per Hour: \$16.14

New Hire Wage Rate per Hour:

0-21 months of employment - \$24.04

22-42 months of employment - \$ 27.24

New Hire Supplemental Benefit Rate per Hour:

0-3 months of employment - \$0.00

4-12 months of employment - \$12.25

13-24 months of employment - \$15.82

Building Class "B" Handyperson (Over 120,000 and less than 280,000 square feet gross area)

(Includes all building service employees that, by training and experience, possess a certain amount of mechanical or technical skill and devote more than fifty (50) percent of their working time in a building to work involving such skills.)

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: \$33.72

Supplemental Benefit Rate per Hour: \$15.80

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: \$34.84

Supplemental Benefit Rate per Hour: \$16.14

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Building Class "B" Foreperson, Starter (Over 120,000 and less than 280,000 square feet gross area)

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: \$33.60

Supplemental Benefit Rate per Hour: \$15.80

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: \$34.73

Supplemental Benefit Rate per Hour: \$16.14

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Building Class "B" Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director (Over 120,000 and less than 280,000 square feet gross area)

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: \$30.94

Supplemental Benefit Rate per Hour: \$15.80

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New Hire Wage Rate per Hour:

0-21 months of employment - \$23.21

22-42 months of employment - \$ 26.30

New Hire Supplemental Benefit Rate per Hour:

0-3 months of employment - \$0.00

4-12 months of employment - \$12.01

13-24 months of employment - \$15.48

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: \$32.02

Supplemental Benefit Rate per Hour: \$16.14

New Hire Wage Rate per Hour:

0-21 months of employment - \$24.01

22-42 months of employment - \$ 27.21

New Hire Supplemental Benefit Rate per Hour:

0-3 months of employment - \$0.00

4-12 months of employment - \$12.25

13-24 months of employment - \$15.82

Building Class "C" Handyperson (Less than 120,000 square feet gross area)

(Includes all building service employees that, by training and experience, possess a certain amount of mechanical or technical skill and devote more than fifty (50) percent of their working time in a building to work involving such skills.)

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: \$33.67

Supplemental Benefit Rate per Hour: \$15.80

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: \$34.80

Supplemental Benefit Rate per Hour: \$16.14

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Building Class "C" Foreperson, Starter (Less than 120,000 square feet gross area)

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: \$33.56

Supplemental Benefit Rate per Hour: \$15.80

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: \$34.69

Supplemental Benefit Rate per Hour: \$16.14

Supplemental Note: for new hire 0-3 months of employment - \$0.00

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Building Class "C" Cleaner/Porter, Elevator Operator, Exterminator, Fire Safety Director (Less than 120,000 square feet gross area)

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: **\$30.90**

Supplemental Benefit Rate per Hour: **\$15.80**

Supplemental Note:

New Hire Wage Rate per Hour:

0-21 months of employment - \$23.17

22-42 months of employment - \$ 26.26

New Hire Supplemental Benefit Rate per Hour:

0-3 months of employment - \$0.00

4-12 months of employment - \$12.01

13-24 months of employment - \$15.48

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: **\$31.97**

Supplemental Benefit Rate per Hour: **\$16.14**

Supplemental Note:

New Hire Wage Rate per Hour:

0-21 months of employment - \$23.98

22-42 months of employment - \$ 27.18

New Hire Supplemental Benefit Rate per Hour:

0-3 months of employment - \$0.00

4-12 months of employment - \$12.25

13-24 months of employment - \$15.82

For all BUILDING CLEANER AND MAINTAINER (NON-RESIDENTIAL) titles:

New Hire: Shall be defined as an employee who has never been employed or who has severed employment and who has had no paid hours with the Employer or at the Facility during the previous six-month period.

Months of Employment: Shall be defined as an Employee's total length of service with the Employer or at the Facility, whichever is greater.

For Cleaner/Porter, Elevator Operator, Exterminator, and Fire Safety Director titles only: Vacation Relief

Employee: Employees hired to replace vacationing employees only, may be paid 60% of wage and no benefits for up to 5 months.

The paid holidays, vacation and sick leave listed below must be paid or provided in addition to the hourly supplemental benefit rate. Employers must also comply with the prenatal leave requirements set forth in New York State Labor Law § 196-b.

Overtime Description

Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

Time and one half the regular rate for Saturday and Sunday for a) employees regularly scheduled to work fewer than 40 hours per week, and b) employees regularly scheduled to work 40 hours per week who were hired before January 1, 2024 and whose regular work schedule included Saturday or Sunday.

Overtime

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Time and one half the regular rate after an 8 hour day.

Time and one half the regular rate for work on a holiday plus the day's pay.

Time and one half the regular hourly rate after 40 straight time hours in any work week.

Paid Holidays

New Year's Day
President's Day
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day

Vacation

Less than 6 months of work.....no vacation
6 months of work.....three (3) days
1 year of work.....ten (10) days
5 years of work.....fifteen (15) days
15 years of work.....twenty (20) days
21 years of work.....twenty-one (21) days
22 years of work.....twenty-two (22) days
23 years of work.....twenty-three (23) days
24 years of work.....twenty-four (24) days
25 years or more of work.....twenty-five (25) days
Plus two Personal Days per year.

Sick Leave:

10 sick days per year.

Unused sick leave paid in the succeeding January, one full day pay for each unused sick day.

If, pursuant to U.S. Centers for Disease Control and Prevention, NYS Department of Health, and/or NYC Department of Health and Mental Hygiene guidelines, an Employer directs an employee or employees to self-quarantine or self-isolate because of a worksite exposure to COVID-19, such employee will be paid two (2) weeks of paid leave without reduction of any such affected employee's existing paid leave entitlements.

(Local #32 B/J)

BUILDING CLEANER AND MAINTAINER (RESIDENTIAL)

Residential Building Handyperson

(Includes all building service employees that, by training and experience, possess a certain amount of mechanical or technical skill and devote more than fifty (50) percent of their working time in a building to work involving such skills.)

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Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: \$32.60

Supplemental Benefit Rate per Hour: \$15.73

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: \$32.60

Supplemental Benefit Rate per Hour: \$16.07

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Residential Building Cleaner/Porter, Doorperson, Elevator Operator

(Includes all building service employees that keep buildings in clean and orderly condition, provide services to assist tenants such as with elevators, mail, keys and opening doors, and screen and announce visitors.)

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: \$29.78

Supplemental Benefit Rate per Hour: \$15.73

Supplemental Note:

New Hire Wage Rate per Hour:

0-21 months of employment - \$22.33

22-42 months of employment - \$ 25.31

New Hire Supplemental Benefit Rate per Hour:

0-3 months of employment - \$0.00

4-12 months of employment - \$12.01

13-24 months of employment - \$15.48

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: \$29.78

Supplemental Benefit Rate per Hour: \$16.07

Supplemental Note:

New Hire Wage Rate per Hour:

0-21 months of employment - \$22.33

22-42 months of employment - \$ 25.31

New Hire Supplemental Benefit Rate per Hour:

0-3 months of employment - \$0.00

4-12 months of employment - \$12.25

13-24 months of employment - \$15.82

For all BUILDING CLEANER AND MAINTAINER (RESIDENTIAL) titles:

New Hire: Shall be defined as an employee who has never been employed or who has severed employment and who has had no paid hours with the Employer or at the Facility during the previous six-month period.

Months of Employment: Shall be defined as an Employee's total length of service with the Employer or at the Facility, whichever is greater.

For Cleaner/Porter, Doorperson, and Elevator Operator titles only: Vacation Relief Employee: Employees hired to replace vacationing employees only, may be paid 60% of wage and no benefits for up to 5 months.

The paid holidays, vacation and sick leave listed below must be paid or provided in addition to the hourly supplemental benefit rate. Must also comply with the prenatal leave requirements set forth in New York State Labor Law § 196-b.

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Overtime Description

Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular rate for work on a holiday plus the day's pay.

Time and one half the regular hourly rate after 40 straight time hours in any work week.

Paid Holidays

New Year's Day

Martin Luther King Jr. Day

President's Day

Memorial Day

Independence Day

Labor Day

Columbus Day

Election Day

Thanksgiving Day

Christmas Day

Vacation

6 months.....three (3) days

1 year.....ten (10) days

5 years.....fifteen (15) days

15 years.....twenty (20) days

21 years.....twenty-one (21) days

22 years.....twenty-two (22) days

23 years.....twenty-three (23) days

24 years.....twenty-four (24) days

25 years.....twenty-five (25) days

Plus two Personal Days per year.

SICK LEAVE

After 1 year of service.....ten (10) days per year

If, pursuant to U.S. Centers for Disease Control and Prevention, NYS Department of Health, and/or NYC Department of Health and Mental Hygiene guidelines, an Employer directs an employee or employees to self-quarantine or self-isolate because of a worksite exposure to COVID-19, such employee will be paid two (2) weeks of paid leave without reduction of any such affected employee's existing paid leave entitlements.

(Local #32 B/J)

BUILDING HVAC SERVICES OPERATOR

Engineer (Refrigeration)

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BUILDING SERVICE EMPLOYEE PREVAILING WAGE SCHEDULE**

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: \$51.46

Supplemental Benefit Rate per Hour: \$23.90

New Hire Wage Rate: First 2 years of employment as an Engineer in the industry - \$46.32

New Hire Supplemental Benefit Rate: First 2 years of employment as an Engineer in the industry - \$23.66

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: \$53.01

Supplemental Benefit Rate per Hour: \$24.67

New Hire Wage Rate: First 2 years of employment as an Engineer in the industry - \$47.71

New Hire Supplemental Benefit Rate: First 2 years of employment as an Engineer in the industry - \$24.43

Fireperson

Fireperson (Helper): Assist the Engineer

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: \$40.07

Supplemental Benefit Rate per Hour: \$23.37

Please note that the NYC Comptroller's Office does not publish rates for the Stationary Engineer title.

For all BUILDING HVAC SERVICES OPERATOR titles:

Supplemental Benefits shall be paid for each hour paid (excluding paid sick days).

The paid holidays and vacation leave listed below must be paid or provided in addition to the hourly supplemental benefit rate.

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: \$41.27

Supplemental Benefit Rate per Hour: \$24.13

Please note that the NYC Comptroller's Office does not publish rates for the Stationary Engineer title.

For all BUILDING HVAC SERVICES OPERATOR titles:

Supplemental Benefits shall be paid for each hour paid (excluding paid sick days).

The paid holidays and vacation leave listed below must be paid or provided in addition to the hourly supplemental benefit rate.

Overtime Description

All hours worked on a holiday shall be paid at two and one half times the regular wage rate in lieu of the paid day off.

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular rate for Saturday.

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Time and one half the regular rate for Sunday.

Paid Holidays

New Year's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day
Plus six (6) floating Holidays

Vacation

6 months	three (3) days
1 year	ten (10) days
5 years	fifteen (15) days
15 years	twenty (20) days
21 years.....	twenty-one (21) days
22 years	twenty-two (22) days
23 years	twenty-three (23) days
24 years	twenty-four (24) days
25 years	twenty-five (25) days

(Local #94)

FUEL OIL

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (5th Year and above)

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$43.46**

Supplemental Benefit Rate per Hour: **\$23.87**

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (4th Year)

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$40.85**

Supplemental Benefit Rate per Hour: **\$23.87**

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (3rd Year)

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$38.85**

Supplemental Benefit Rate per Hour: **\$23.87**

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (2nd Year)

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Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: \$36.85

Supplemental Benefit Rate per Hour: \$23.87

Fuel Oil, Coal, Fuel Gas, Petroleum Product Chauffeur (1st Year)

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: \$34.85

Supplemental Benefit Rate per Hour: \$23.87

For all FUEL OIL titles:

The paid holidays, vacation and sick leave listed below must be paid or provided in addition to the hourly supplemental benefit rate. Employers must also comply with the prenatal leave requirements set forth in New York State Labor Law § 196-b.

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular rate for Saturday.

Double time the regular rate for Sunday.

Overtime Holidays

Double time the regular rate for work on the following holiday(s).

Martin Luther King Jr. Day

Lincoln's Birthday

Washington's Birthday

Memorial Day

Independence Day

Labor Day

Columbus Day

Election Day

Veteran's Day

Juneteenth

Triple time the regular rate for work on the following holiday(s).

New Year's Day

Thanksgiving Day

Christmas Day

Paid Holidays

New Year's Day

Martin Luther King Jr. Day

Lincoln's Birthday

Washington's Birthday

Memorial Day

Independence Day

Labor Day

Columbus Day

Election Day

Veteran's Day

Thanksgiving Day

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Christmas Day
Juneteenth

Vacation

Less than 75 days worked.....no vacation.
75 days worked, but less than 110 days worked in a calendar year.....five (5) days the following year.
110 days or more worked in a calendar year.....ten (10) days the following year.

SICK LEAVE:

1 day sick leave earned for each 40 days worked in the preceding calendar year for a maximum of five (5) days per calendar year.

(Local #553)

GARAGE CLEANER / PARKING ATTENDANT

Garage Cleaner / Parking Attendant

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$18.47**

Supplemental Benefit Rate per Hour: **\$2.44**

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 straight time hours in any work week.

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

LANDSCAPING AND GROUNDSKEEPING WORKER

Landscaper / Groundskeeper

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$24.47**

Supplemental Benefit Rate per Hour: **\$2.44**

Tree Trimmers and Pruners

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BUILDING SERVICE EMPLOYEE PREVAILING WAGE SCHEDULE

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$35.16**

Supplemental Benefit Rate per Hour: **\$2.44**

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 straight time hours in any work week.

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

LOCKSMITH

Locksmith

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$30.38**

Supplemental Benefit Rate per Hour: **\$9.10**

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 straight time hours in any work week.

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

MAINTENANCE WORKER, MACHINERY

Mechanic

Performs routine machinery maintenance and minor repairs.

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$34.25**

Supplemental Benefit Rate per Hour: **\$9.10**

Mechanic Helper

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK
BUILDING SERVICE EMPLOYEE PREVAILING WAGE SCHEDULE

Lubricates machinery, cleans and changes parts, assists Mechanics.

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$27.19**

Supplemental Benefit Rate per Hour: **\$9.10**

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 straight time hours in any work week.

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

MEDICAL WASTE REMOVAL

Driver

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$29.22**

Supplemental Benefit Rate per Hour: **\$17.20**

Helper

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$25.47**

Supplemental Benefit Rate per Hour: **\$17.20**

Tractor Trailer Driver

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$31.72**

Supplemental Benefit Rate per Hour: **\$17.20**

Overtime Description

Time and one half the regular hourly rate after an 8 hour day or after 40 straight time hours in any work week.

The seventh day of work in a workweek is paid at double time the regular hourly rate. Time and one half the regular hourly rate for work on a holiday plus day's pay for below paid holidays.

For all MEDICAL WASTE REMOVAL titles:

The paid holidays and vacation leave listed below must be paid or provided in addition to the hourly supplemental benefit rate.

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK
BUILDING SERVICE EMPLOYEE PREVAILING WAGE SCHEDULE

Paid Holidays

New Year's Day
President's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

Vacation

1 year of service but less than five years.....ten (10) days
5 years of service but less than ten years.....fifteen (15) days
10 years of service.....sixteen (16) days
11 years.....seventeen (17) days
12 years.....eighteen (18) days
13 years.....nineteen (19) days
14 years.....twenty (20) days
20 years.....twenty-one (21) days
21 years.....twenty-two (22) days
22 years.....twenty-three (23) days
23 years.....twenty-four (24) days
24 years or more.....twenty-five (25) days
Plus 5 Personal Days

(Local #813)

MOVER - OFFICE FURNITURE AND EQUIPMENT

Heavy and Tractor Trailer Truck Driver

Tractor-trailer combination or a truck with a capacity of at least 26,000 pounds Gross Vehicle Weight (GVW)

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$32.94**

Supplemental Benefit Rate per Hour: **\$6.20**

Light Truck Driver

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$24.98**

Supplemental Benefit Rate per Hour: **\$6.20**

Laborer and Freight, Stock, and Material Mover, Hand

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$23.75**

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK
BUILDING SERVICE EMPLOYEE PREVAILING WAGE SCHEDULE

Supplemental Benefit Rate per Hour: **\$6.20**

Packer and Packager, Hand

Packs, wraps and labels office furniture and equipment and loads it onto dollies and into elevators.

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$19.16**

Supplemental Benefit Rate per Hour: **\$6.20**

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 straight time hours in any work week.

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics and Minimum Wage Law)

REFUSE REMOVER

Refuse Remover

Effective Period: 7/1/2025 - 6/30/2026

Wage Rate per Hour: **\$33.98**

Supplemental Benefit Rate per Hour: **\$6.20**

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 straight time hours in any work week.

(Based on data from NYS Department of Labor Occupational Employment Statistics and US Department of Labor Bureau of Labor Statistics)

SECURITY GUARD (ARMED)

Security Guard (Armed)

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: **\$32.70**

**OFFICE OF THE COMPTROLLER, CITY OF NEW YORK
BUILDING SERVICE EMPLOYEE PREVAILING WAGE SCHEDULE**

Supplemental Benefit Rate per Hour: \$8.12

Supplemental Note: for new employee 0-120 days of employment - \$7.66; for new employee 121 days - 2 years of employment - \$7.68

Effective Period: 1/1/2026 - 4/30/2026

Wage Rate per Hour: \$32.70

Supplemental Benefit Rate per Hour: \$8.47

Supplemental Note: for new employee 0-120 days of employment - \$7.95; for new employee 121 days - 2 years of employment - \$8.03

Effective Period: 5/1/2026 - 6/30/2026

Wage Rate per Hour: \$33.70

Supplemental Benefit Rate per Hour: \$8.47

Supplemental Note: for new employee 0-120 days of employment - \$7.95; for new employee 121 days - 2 years of employment - \$8.03

Overtime Description

If President's Day is not observed, then the employer may substitute another holiday not listed below. If an employer observes a holiday not listed they may substitute said holiday with one on the list.

A guard is eligible for Paid Holidays after one year of continuous employment.

A guard who works a holiday is paid the regular rate plus receives the paid holiday.

For all Security Guard (Armed) titles:

Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

Months of employment shall be defined as an Employee's length of service with the Employer or at the Facility, whichever is greater.

The paid holidays, vacation and sick leave listed below must be paid or provided in addition to the hourly supplemental benefit rate. Employers must also comply with the prenatal leave requirements set forth in New York State Labor Law § 196-b.

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 straight time hours in any work week.

Paid Holidays

New Year's Day

Martin Luther King Jr. Day

President's Day

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Christmas Day

Vacation

Months on payroll Vacation with Pay

**OFFICE OF THE COMPTROLLER, CITY OF NEW YORK
BUILDING SERVICE EMPLOYEE PREVAILING WAGE SCHEDULE**

6	3 days
12	1 week
24	2 weeks
60	3 weeks
180	4 weeks
300	5 weeks
Plus two Personal Days per year	

Sick Leave

0 - 120 days of employment, employees will accumulate one (1) hour for every thirty (30) hours worked

121 days - 36 months of employment, employees will receive five (5) paid sick days

36 months or more of employment, employees will receive six (6) paid sick days

If, pursuant to U.S. Centers for Disease Control and Prevention, NYS Department of Health, and/or NYC Department of Health and Mental Hygiene guidelines, an Employer directs an employee or employees to self-quarantine or self-isolate because of a worksite exposure to COVID-19, such employee will be paid two (2) weeks of paid leave without reduction of any such affected employee's existing paid leave entitlements.

(Local #32B/J)

SECURITY GUARD (UNARMED)

(Security Guards in residential buildings are limited to monitoring and patrolling the interior and exterior of the building premises for the purpose of protecting the safety and property of the building, its residents, visitors and employees.)

Security Guard (Unarmed) 0 - 36 months

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: **\$18.02**

Supplemental Benefit Rate per Hour: **\$8.12**

Supplemental Note: for new employee 0-120 days of employment - \$7.66, for new employee 121 days – 2 years of employment - \$7.68.

Effective Period: 1/1/2026 - 4/30/2026

Wage Rate per Hour: **\$18.02**

Supplemental Benefit Rate per Hour: **\$8.47**

Supplemental Note: for new employee 0-120 days of employment - \$7.95, for new employee 121 days – 2 years of employment - \$8.03.

Effective Period: 5/1/2026 - 6/30/2026

Wage Rate per Hour: **\$18.87**

Supplemental Benefit Rate per Hour: **\$8.47**

**OFFICE OF THE COMPTROLLER, CITY OF NEW YORK
BUILDING SERVICE EMPLOYEE PREVAILING WAGE SCHEDULE**

Supplemental Note: for new employee 0-120 days of employment - \$7.95, for new employee 121 days – 2 years of employment - \$8.03.

Security Guard (Unarmed)

(Includes employees that have completed all the following requirements: 12 months of employment; FDNY F-01, F-03 and F-04 certifications; FDNY Building Evacuation Supervisor; 2 hours of Customer Service/Professionalism training)

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: **\$21.20**

Supplemental Benefit Rate per Hour: **\$8.12**

Effective Period: 1/1/2026 - 4/30/2026

Wage Rate per Hour: **\$21.20**

Supplemental Benefit Rate per Hour: **\$8.47**

Effective Period: 5/1/2026 - 6/30/2026

Wage Rate per Hour: **\$22.20**

Supplemental Benefit Rate per Hour: **\$8.47**

Overtime Description

If President's Day is not observed, then the employer may substitute another holiday not listed below. If an employer observes a holiday not listed they may substitute said holiday with one on the list.

A guard is eligible for Paid Holidays after one year of continuous employment.

A guard who works a holiday is paid the regular rate plus receives the paid holiday.

For all Security Guard (Unarmed) titles:

Supplemental Benefits shall be paid for each hour paid, up to forty (40) paid hours per week.

New Hire: Shall be defined as an employee who has not worked any hours with the Employer or at the Facility during the previous six-month period.

Months of employment shall be defined as an Employee's length of service with the Employer or at the Facility, whichever is greater.

The paid holidays, vacation and sick leave listed below must be paid or provided in addition to the hourly supplemental benefit rate. Employers must also comply with the prenatal leave requirements in § 196-b.

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular hourly rate after 40 straight time hours in any work week.

Paid Holidays

New Year's Day

Martin Luther King Jr. Day

President's Day

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Christmas Day

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK
BUILDING SERVICE EMPLOYEE PREVAILING WAGE SCHEDULE

Vacation

Months on payroll	Vacation with Pay
6	3 days
12	1 week
24	2 weeks
60	3 weeks
180	4 weeks
300	5 weeks
Plus two Personal Days per year	

Sick Leave

0 - 120 days of employment, employees will accumulate one (1) hour for every thirty (30) hours worked

121 days - 36 months of employment, employees will receive five (5) paid sick days

36 months or more of employment, employees will receive six (6) paid sick days

If, pursuant to U.S. Centers for Disease Control and Prevention, NYS Department of Health, and/or NYC Department of Health and Mental Hygiene guidelines, an Employer directs an employee or employees to self-quarantine or self-isolate because of a worksite exposure to COVID-19, such employee will be paid two (2) weeks of paid leave without reduction of any such affected employee's existing paid leave entitlements.

(Local #32B/J)

WINDOW CLEANER

Window Cleaner

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: **\$34.15**

Supplemental Benefit Rate per Hour: **\$15.82**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: **\$35.22**

Supplemental Benefit Rate per Hour: **\$16.16**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Power Operated Scaffolds, Manual Scaffolds, and Boatswain Chairs

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: **\$37.15**

Supplemental Benefit Rate per Hour: **\$15.82**

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: **\$38.22**

Supplemental Benefit Rate per Hour: **\$16.16**

OFFICE OF THE COMPTROLLER, CITY OF NEW YORK
BUILDING SERVICE EMPLOYEE PREVAILING WAGE SCHEDULE

Supplemental Note: for new hire 0-3 months of employment - \$0.00

Window Cleaner Apprentice (0 - 9 months)

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: **\$25.61**

Supplemental Benefit Rate per Hour: **\$15.82**

Supplemental Note: for new hire 0 - 3 months of employment - \$0.00

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: **\$26.42**

Supplemental Benefit Rate per Hour: **\$16.16**

Supplemental Note: for new hire 0 - 3 months of employment - \$0.00

Window Cleaner Apprentice (10 - 17 months)

Effective Period: 7/1/2025 - 12/31/2025

Wage Rate per Hour: **\$29.02**

Supplemental Benefit Rate per Hour: **\$15.82**

Effective Period: 1/1/2026 - 6/30/2026

Wage Rate per Hour: **\$29.93**

Supplemental Benefit Rate per Hour: **\$16.16**

Overtime

Time and one half the regular rate after an 8 hour day.

Time and one half the regular rate for Saturday.

Double time the regular rate for Sunday.

Time and one half the regular rate for work on a holiday plus the day's pay.

Paid Holidays

New Year's Day

Martin Luther King Jr. Day

President's Day

Good Friday

Memorial Day

Independence Day

Labor Day

Columbus Day

Thanksgiving Day

Day after Thanksgiving

Christmas Day

Personal Day

Vacation

After 7 months but less than 1 year of service.....five (5) days

1 year but less than 5 years of service.....ten (10) days

5 years of service but less than 15 years of service.....fifteen (15) days

15 years of service but less than 21 years of service.....twenty (20) days

21 years.....twenty-one (21) days

**OFFICE OF THE COMPTROLLER, CITY OF NEW YORK
BUILDING SERVICE EMPLOYEE PREVAILING WAGE SCHEDULE**

22 years.....twenty-two (22) days
23 years.....twenty-three (23) days
24 years.....twenty-four (24) days
25 years or more of service.....twenty-five (25) days
Plus 1 day per year for medical visit

SICK LEAVE:

10 days after one year worked. Unused sick days from the previous year are to be paid to the employee.

If, pursuant to U.S. Centers for Disease Control and Prevention, NYS Department of Health, and/or NYC Department of Health and Mental Hygiene guidelines, an Employer directs an employee or employees to self-quarantine or self-isolate because of a worksite exposure to COVID-19, such employee will be paid two (2) weeks of paid leave without reduction of any such affected employee's existing paid leave entitlements.

(Local #32 B/J)