HARD HATS

2027 Healthcare Expenditure Rate

$5.60/hour	$8.40/hour
Paid by the Covered Employer into a health plan or HSA on behalf of each Covered Construction Worker	**Paid by the Covered Employer to each Covered Construction Worker as cash in lieu of a health plan or HSA**

From January 1, 2027 to December 31, 2027, employers covered by Berkeley Municipal Code 13.107, Helping Achieve Responsible Development with Healthcare and Apprenticeship Training Standards (HARD HATS) must pay on behalf of each Covered Construction Worker $5.60 per hour into a health plan in which the employee is enrolled or into the employee's Health Savings Account.

Alternatively, Covered Employers may comply with HARD HATS by paying each Covered Construction Worker $8.40 per hour as cash in lieu of an employer-subsidized health plan or HSA.

Health Care Expenditures shall be made to or on behalf of each Covered Construction Worker in addition to their regular hourly wages for the duration of the Covered Project.

In order to work on a Covered Project, contractors must submit a Contractor Prequalification Questionnaire to the City of Berkeley and demonstrate that they have made healthcare expenditures at the applicable rates for the prior 180 days.

If you have questions, please contact the City of Berkeley at
LaborStandards@berkeleyca.gov

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