



2018
Vermont State
Construction
Prevailing Wage
Rate Schedule

New Registered Apprentices Rates on Page 9

Published by the Vermont Department of Labor, Economic & Labor Market Information

www.vtlmi.info/stateconstrprevailwage.pdf

2018 Vermont State Construction Prevailing Wage Rate Schedule

Authorized by the
"[Capital Construction Act](#)"
29 V.S.A. Section 161(b)

Effective: July 1, 2018
Published by the Vermont Department of Labor

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For Information or Assistance....

- On whether a State funded, in whole or part, construction project issued by the Department of Buildings and General Services is covered by the Vermont Prevailing Wage requirements, contact:
Vermont Department of Buildings and General Services, bgs.vermont.gov
phone (802) 828-2211 or email deborah.damore@vermont.gov
- On University of Vermont projects, contact:
Paula Carlaccini
phone (802) 656-0905 or email paula.carlaccini@uvm.edu
- Relating to the prevailing wage rates, occupations or wage rate areas, contact:
Vermont Department of Labor, Economic & Labor Market Information, www.vtLmi.info
phone (802) 828-4153 or email mathew.barewicz@vermont.gov
- To file a complaint about failure to pay a Vermont Prevailing Wage Rate or incorrect payment of a Vermont Prevailing Wage, contact:
Vermont Department of Labor, Wage & Hour Division, labor.vermont.gov
phone (802) 828-0267 or email labor.wagehour@vermont.gov

Equal Opportunity is the Law

The State of Vermont is an Equal Opportunity/Affirmative Action Employer. Applications from women, individuals with disabilities, and people from diverse cultural backgrounds are encouraged. Auxiliary aids and services are available upon request to individuals with disabilities. 711 (TTY/Relay Service) or 800-650-4152 TDD (Vermont Department of Labor).

Frequently Asked Questions

How do I find the Vermont Prevailing Wage Rate for an occupation ?

1. Find the Prevailing Wage Area where the job is located from the map or list of towns on pages 6-7.
2. Go to the Prevailing Wage table on pages 4-5.
3. Find the appropriate occupation.
4. Use the wage rate from the column corresponding to the correct Prevailing Wage Area.
5. Multiple wage rate by .425 for the value of Fringe Benefits required in addition to the wage rate.

What are the Vermont Prevailing Wage Areas ?

The state is divided into three geographic areas for determining prevailing wage rates.

Burlington-South Burlington Metropolitan New England City and Town Area (NECTA)

Southern Vermont Area

Northern Vermont Area

A map and the towns in each area are available on pages 6-7.

Note: effective July 2016, wage areas were redefined based on 2010 Census.

Which projects are covered ?

Any project authorized or funded, in whole or part, by the State of Vermont "[Capital Construction Act](#)" and which cost more than \$100,000 or is at least 50% funded by this Act and cost more than \$200,000, as documented on page 8. To find out if a specific project issued by the Department of Buildings and General Services is covered, contact Deborah Damore, (802) 828-2211 or deborah.damore@vermont.gov.

Which occupations are covered ?

Vermont Prevailing Wage requirements are applicable to construction related occupations listed on pages 4 and 5. If an occupation is not listed, contact the Vermont Department of Labor at (802) 828-4153 to discuss whether a Prevailing Wage Rate would apply. Definitions of all occupations can be found at U.S. Department of Labor, Bureau of Labor Statistics, www.bls.gov/oes/current/oes_stru.htm.

What is the Prevailing Wage requirement ?

All employees working on construction projects, as defined above, shall be paid no less than the mean (average) prevailing wage determined by the Vermont Department of Labor plus 42.5% Fringe Benefit component. The mean prevailing wage rates published here are effective as of July 1, 2018.

What is the rate for Apprentices ?

Registered apprentices on state construction projects may be paid a wage that is a percentage of the prevailing wage for the apprenticed occupation, as set forth in the Registered Apprentice Prevailing Wage Rate Schedule on page 9. Unregistered apprentices are paid at the full rate for the occupation for which they are apprenticing.

Is there a Fringe Benefit requirement ?

Yes. As of July 1, 2016, there is a Fringe Benefit requirement of 42.5% of the prevailing wage in addition to the prevailing wage, as documented on page 8.

What is the source of the wage rates ?

Vermont Prevailing wage rates are based on 2017 Occupational Employment and Wage Survey estimates.

Vermont State Construction Prevailing Wage Rates by Area Effective July 1, 2018

| Occupation code | Occupation Title | Wage Rates Only. Does not include Fringe Benefit component. See FAQs for more information. | | |
|-----------------|---|--|--|--|
| | | Burlington - South Burlington Metropolitan NECTA * \$ / hr | Southern Vermont Area * \$ / hr | Northern Vermont Area * \$ / hr |
| 47-2011 | Boilermakers | 30.30 ² | 30.30 ² | 30.30 ² |
| 47-2021 | Brickmasons and Blockmasons | 27.46 | 20.35 | 24.12 ¹ |
| 47-2031 | Carpenters | 22.23 | 19.82 | 20.67 |
| 47-2041 | Carpet Installers | 20.44 | 19.89 ¹ | 19.17 |
| 47-2051 | Cement Masons and Concrete Finishers | 18.41 | 18.43 | 18.47 |
| 47-4011 | Construction and Building Inspectors | 23.42 | 30.39 | 22.96 |
| 47-2061 | Construction Laborers | 16.11 | 16.44 | 16.62 |
| 47-5041 | Continuous Mining Machine Operators | 26.46 ² | 26.46 ² | 26.46 ² |
| 49-9012 | Control and Valve Installers and Repairers, Except Mechanical Door | 26.06 | 19.52 | 18.44 |
| 53-7021 | Crane and Tower Operators | 25.18 | 25.42 | 24.22 |
| 47-5011 | Derrick Operators, Oil and Gas | 22.84 ² | 22.84 ² | 22.84 ² |
| 47-2081 | Drywall and Ceiling Tile Installers | 22.98 | 20.80 | 22.51 ¹ |
| 47-5021 | Earth Drillers, Except Oil and Gas | 30.35 ¹ | 30.35 ¹ | 27.62 |
| 49-9051 | Electrical Power-Line Installers and Repairers | 35.81 | 36.80 | 34.75 |
| 47-2111 | Electricians | 25.62 | 26.88 | 21.10 |
| 47-4021 | Elevator Installers and Repairers | 44.23 ¹ | 44.23 ¹ | 44.23 ¹ |
| 53-7032 | Excavating and Loading Machine and Dragline Operators | 19.64 | 18.14 | 21.57 |
| 47-5031 | Explosives Workers, Ordnance Handling Experts, and Blasters | 25.38 ² | 25.38 ² | 25.38 ² |
| 47-4031 | Fence Erectors | 17.43 ² | 17.43 ² | 17.43 ² |
| 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | 36.18 | 30.75 | 30.65 |
| 37-1012 | First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers | 28.55 | 26.71 | 25.94 |
| 49-1011 | First-Line Supervisors of Mechanics, Installers, and Repairers | 34.63 | 30.43 | 32.11 |
| 33-9091 | Flaggers/Crossing Guards | 16.08 | 14.92 | 13.41 |
| 47-2042 | Floor Layers, Except Carpet, Wood, and Hard Tiles | 20.98 | 20.87 ¹ | 17.87 |
| 47-2043 | Floor Sanders and Finishers | 23.47 ¹ | 23.47 ¹ | 23.47 ¹ |
| 47-2121 | Glaziers | 21.47 ¹ | 21.47 ¹ | 21.47 ¹ |
| 47-4041 | Hazardous Materials Removal Workers | 19.77 | 19.76 ¹ | 19.76 ¹ |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 25.56 | 21.83 | 23.10 |
| 47-3011 | Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters | 17.15 | 15.50 | 16.19 ¹ |
| 47-3012 | Helpers--Carpenters | 16.20 | 13.69 | 14.49 ¹ |
| 47-3013 | Helpers--Electricians | 15.31 | 14.84 ¹ | 15.04 |
| 47-5081 | Helpers--Extraction Workers | 17.73 ² | 17.73 ² | 17.73 ² |
| 49-9098 | Helpers--Installation, Maintenance, and Repair Workers | 14.58 | 14.03 | 12.78 |
| 47-3014 | Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons | 14.70 ² | 14.70 ² | 14.70 ² |
| 47-3015 | Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters | 14.36 | 14.48 ¹ | 14.48 ¹ |
| 47-3016 | Helpers--Roofers | 14.71 | 14.15 ¹ | 14.15 ¹ |
| 47-3019 | Helpers, Construction Trades, All Other | 18.82 ¹ | 18.82 ¹ | 18.82 ¹ |

* Map of and towns in each Prevailing Wage Area are on pages 6 -7, which are based on New England City and Town Areas (NECTA).

1 - State average wage, area wage not available.

2 - National average wage, area and state wage not available.

Vermont State Construction Prevailing Wage Rates by Area Effective July 1, 2018

Wage Rates Only.
Does not include Fringe Benefit component.
See FAQs for more information.

| Occupation code | Occupation Title | Burlington - | Southern | Northern |
|-----------------|---|--------------------------------|--------------------|--------------------|
| | | Burlington Metropolitan Area * | Vermont Area * | Vermont Area * |
| | | NECTA * \$ / hr | \$ / hr | \$ / hr |
| 47-4051 | Highway Maintenance Workers | 20.73 | 19.97 | 20.71 |
| 47-2131 | Insulation Workers, Floor, Ceiling, and Wall | 17.78 | 17.06 | 19.52 ² |
| 47-2132 | Insulation Workers, Mechanical | 24.38 ² | 24.38 ² | 24.38 ² |
| 37-3011 | Landscaping and Groundskeeping Workers | 16.71 | 14.39 | 16.59 |
| 47-5042 | Mine Cutting and Channeling Machine Operators | 25.17 ² | 25.17 ² | 25.17 ² |
| 47-2073 | Operating Engineers and Other Construction Equipment Operators | 20.96 | 21.81 | 19.24 |
| 47-2141 | Painters, Construction and Maintenance | 18.61 | 18.99 | 18.60 |
| 47-2142 | Paperhangers | 19.68 ² | 19.68 ² | 19.68 ² |
| 47-2071 | Paving, Surfacing, and Tamping Equipment Operators | 20.38 ¹ | 17.88 | 19.54 |
| 47-2072 | Pile-Driver Operators | 30.66 ² | 30.66 ² | 30.66 ² |
| 47-2151 | Pipelayers | 20.99 ¹ | 20.99 ¹ | 19.05 |
| 47-2161 | Plasterers and Stucco Masons | 21.83 ² | 21.83 ² | 21.83 ² |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters | 26.77 | 23.64 | 21.93 |
| 49-2021 | Radio, Cellular, and Tower Equipment Installers and Repairs | 29.23 ¹ | 29.23 ¹ | 29.23 ¹ |
| 47-4061 | Rail-Track Laying and Maintenance Equipment Operators | 27.10 ² | 27.10 ² | 27.10 ² |
| 47-2171 | Reinforcing Iron and Rebar Workers | 26.09 ² | 26.09 ² | 26.09 ² |
| 49-9096 | Riggers | 24.17 ² | 24.17 ² | 24.17 ² |
| 47-5051 | Rock Splitters, Quarry | 17.33 ² | 17.33 ² | 17.33 ² |
| 47-5061 | Roof Bolters, Mining | 28.52 ² | 28.52 ² | 28.52 ² |
| 47-2181 | Roofers | 16.84 | 17.89 | 17.91 |
| 47-5012 | Rotary Drill Operators, Oil and Gas | 27.01 ² | 27.01 ² | 27.01 ² |
| 47-5071 | Roustabouts, Oil and Gas | 19.16 ² | 19.16 ² | 19.16 ² |
| 49-2098 | Security and Fire Alarm Systems Installers | 26.24 | 25.66 ¹ | 23.70 |
| 47-4071 | Septic Tank Servicers and Sewer Pipe Cleaners | 16.39 ¹ | 16.39 ¹ | 16.39 ¹ |
| 47-5013 | Service Unit Operators, Oil, Gas, and Mining | 25.66 ² | 25.66 ² | 25.66 ² |
| 47-2211 | Sheet Metal Workers | 22.15 | 17.50 | 21.25 ¹ |
| 47-2231 | Solar Photovoltaic Installers | 21.05 | 18.74 | 15.20 |
| 47-2022 | Stonemasons | 20.33 ¹ | 20.33 ¹ | 20.33 ¹ |
| 47-2221 | Structural Iron and Steel Workers | 19.66 | 22.10 ¹ | 22.10 ¹ |
| 17-1022 | Surveyors | 23.05 | 26.62 | 25.93 |
| 47-2082 | Tapers | 22.45 ¹ | 22.45 ¹ | 22.45 ¹ |
| 49-2022 | Telecommunications Equipment Installers and Repairers, Except Line Installers | 26.45 | 27.21 | 22.28 |
| 49-9052 | Telecommunications Line Installers and Repairers | 33.03 ¹ | 33.03 ¹ | 34.08 |
| 47-2053 | Terrazzo Workers and Finishers | 21.89 ² | 21.89 ² | 21.89 ² |
| 47-2044 | Tile and Marble Setters | 19.52 ¹ | 19.52 ¹ | 19.52 ¹ |

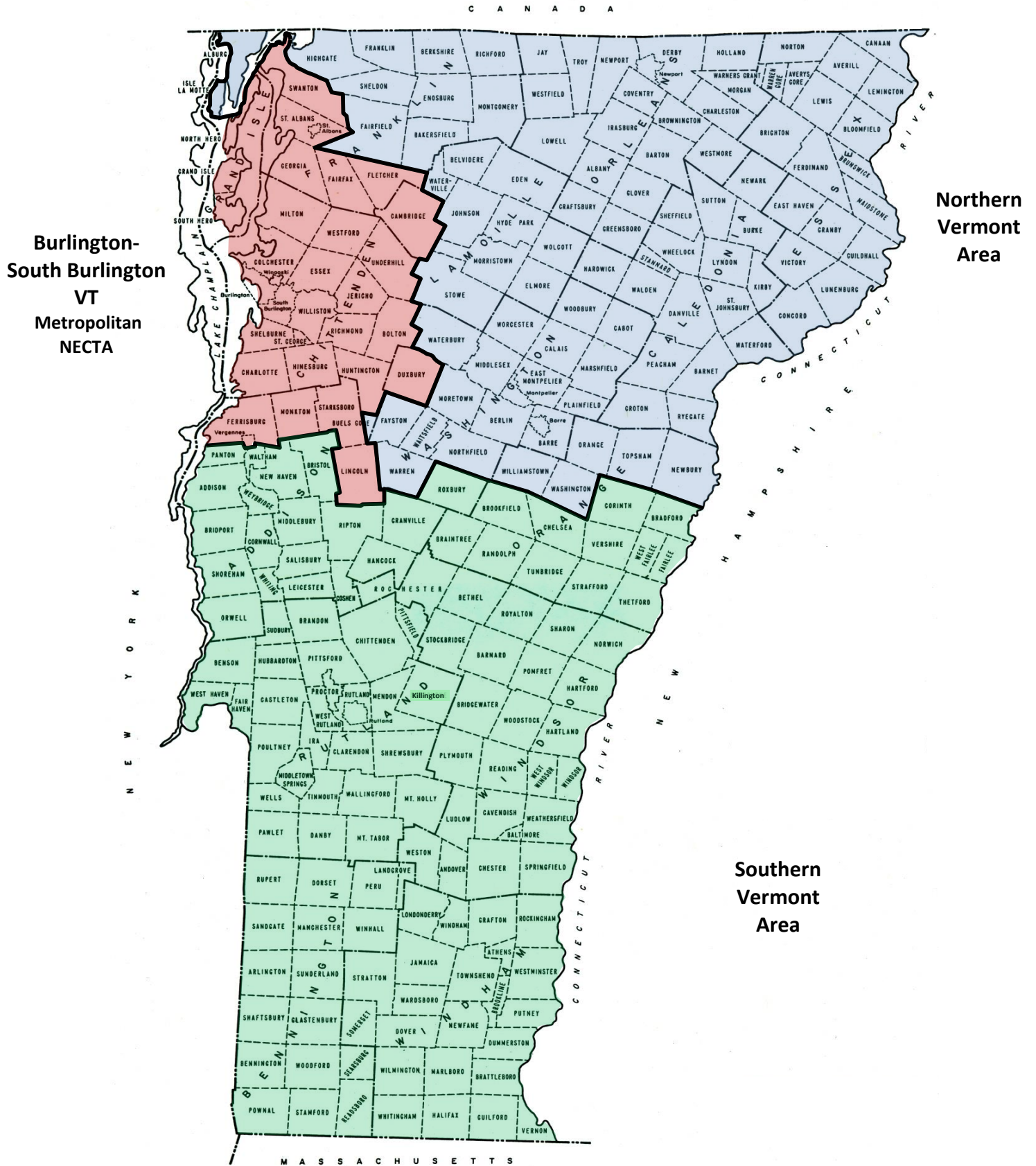
* Map of and towns in each Prevailing Wage Area are on pages 6 -7, which are based on New England City and Town Areas (NECTA).

1 - State average wage, area wage not available.

2 - National average wage, area and state wage not available.

State Construction Prevailing Wage Areas

effective July 2016, based on 2010 Census



State Construction Prevailing Wage Areas

effective July 2016, based on 2010 Census

Towns in

Burlington - South Burlington, VT Metropolitan NECTA¹

| | | | | | | |
|------------|-------------|------------|------------|------------------|------------|-----------|
| Bolton | Duxbury | Georgia | Lincoln | Shelburne | St. George | Vergennes |
| Burlington | Essex | Grand Isle | Milton | South Burlington | Starksboro | Westford |
| Cambridge | Fairfax | Hinesburg | Monkton | South Hero | Swanton | Williston |
| Charlotte | Ferrisburgh | Huntington | North Hero | St. Albans | Underhill | Winooski |
| Colchester | Fletcher | Jericho | Richmond | | | |

Towns in

Northern Vermont Balance of State

| | | | | | | |
|--------------|-----------------|------------|---------------|------------|---------------|----------------|
| Albany | Brunswick | Eden | Holland | Middlesex | Plainfield | Warner's Grant |
| Alburgh | Buel's Gore | Elmore | Hyde Park | Montgomery | Richford | Warren Gore |
| Averill | Burke | Enosburgh | Irasburg | Montpelier | Ryegate | Warren |
| Avery's Gore | Cabot | Fairfield | Isle La Motte | Moretown | Sheffield | Washington |
| Bakersfield | Calais | Fayston | Jay | Morgan | Sheldon | Waterbury |
| Barnet | Canaan | Ferdinand | Johnson | Morristown | St. Johnsbury | Waterford |
| Barre | Charleston | Franklin | Kirby | Newark | Stannard | Waterville |
| Barton | Concord | Glover | Lemington | Newbury | Stowe | Westfield |
| Belvidere | Coventry | Granby | Lewis | Newport | Sutton | Westmore |
| Berkshire | Craftsbury | Greensboro | Lowell | Northfield | Topsham | Wheelock |
| Berlin | Danville | Groton | Lunenburg | Norton | Troy | Williamstown |
| Bloomfield | Derby | Guildhall | Lyndon | Orange | Victory | Wolcott |
| Brighton | East Haven | Hardwick | Maidstone | Orleans | Waitsfield | Woodbury |
| Brownington | East Montpelier | Highgate | Marshfield | Peacham | Walden | Worcester |

Towns in

Southern Vermont Balance of State

| | | | | | | |
|---------------|-------------|-------------|----------------|------------|---------------|-----------------|
| Addison | Brookline | Granville | Middletown Spr | Randolph | Springfield | Wells |
| Andover | Castleton | Guilford | Mount Holly | Reading | Stamford | West Fairlee |
| Arlington | Cavendish | Halifax | Mount Tabor | Readsboro | Stockbridge | West Haven |
| Athens | Chelsea | Hancock | New Haven | Ripton | Strafford | West Rutland |
| Baltimore | Chester | Hartford | Newfane | Rochester | Stratton | West Windsor |
| Barnard | Chittenden | Hartland | Norwich | Rockingham | Sudbury | Westminster |
| Bellows Falls | Clarendon | Hubbardton | Orwell | Roxbury | Sunderland | Weston |
| Bennington | Corinth | Ira | Panton | Royalton | Thetford | Weybridge |
| Benson | Cornwall | Jamaica | Pawlet | Rupert | Tinmouth | White River Jct |
| Bethel | Danby | Killington | Peru | Rutland | Townshend | Whiting |
| Bradford | Dorset | Landgrove | Pittsfield | Salisbury | Tunbridge | Whitingham |
| Braintree | Dover | Leicester | Pittsford | Sandgate | Vernon | Wilmington |
| Brandon | Dummerston | Londonderry | Plymouth | Searsburg | Vershire | Windham |
| Brattleboro | Fair Haven | Ludlow | Pomfret | Shaftsbury | Wallingford | Windsor |
| Bridgewater | Fairlee | Manchester | Poultney | Sharon | Waltham | Winhall |
| Bridport | Glastenbury | Marlboro | Pownal | Shoreham | Wardsboro | Woodford |
| Bristol | Goshen | Mendon | Proctor | Shrewsbury | Weathersfield | Woodstock |
| Brookfield | Grafton | Middlebury | Putney | Somerset | | |

1 - New England City and Town Area (NECTA)



State of Vermont
Department of Labor
5 Green Mountain Drive
P.O. Box 488
Montpelier, VT 05601-0488
www.labor.vermont.gov

Capital Construction Act
Fringe Benefit Requirement
effective July 1, 2016

The Capital Construction Act, 29 V.S.A. Section 161(b), currently requires workers be paid a mean (average) prevailing wage. In 2015, the Vermont legislature passed H.492 (Act 26) which adds a fringe benefit requirement to, and expands the projects covered by, prevailing wage requirements.

“Fringe benefits” means benefits, including paid vacations and holidays, sick leave, employer contributions and reimbursements to health insurance and retirement benefits, and similar benefits that are incidents of employment.

Starting July 1, 2016:

For State construction projects with a cost exceeding \$100,000.00 and which is authorized or funded in whole or in part by a capital construction act pursuant to 32 V.S.A. § 701a shall provide that all construction employees working on the project shall be paid no less than the mean prevailing wage published periodically by the Vermont Department of Labor in its occupational employment and wage survey **plus an additional fringe benefit of 42 and one-half percent of wage**, as calculated by the current Vermont prevailing wage survey.

Starting July 1, 2017:

For State construction projects with a cost exceeding \$100,000.00 or **construction projects with a cost exceeding \$200,000.00** which is authorized **and is at least 50 percent funded** by a capital construction act pursuant to 32 V.S.A. § 701a shall provide that all construction employees working on the project shall be paid no less than the mean prevailing wage published periodically by the Vermont Department of Labor in its occupational employment and wage survey **plus an additional fringe benefit of 42 and one-half percent of wage**, as calculated by the current Vermont prevailing wage survey.

To read the bill, go to <http://legislature.vermont.gov/bill/status/2016/H.492> and select [As Enacted](#) or [Act Summary](#). For more information or questions contact Vermont Department of Buildings and General Services at (802) 828-2211, bgs.vermont.gov or Vermont Department of Labor at (802) 828-4301.





State of Vermont
Department of Labor
 5 Green Mountain Drive
 P.O. Box 488
 Montpelier, VT 05601-0488
www.labor.vermont.gov

From: Lindsay H. Kurrle, Commissioner
 To: Employers Contracting with the State of Vermont
 Date: June 29, 2018
 Re: Prevailing Wage Rates for Registered Apprentices

Employers working on any project authorized or funded, in whole or part, by the State of Vermont "Capital Construction Act" and which costs more than \$100,000 or is at least 50% funded by this Act and costs more than \$200,000, are required to pay their employees a prevailing wage rate pursuant to 29 V.S.A. § 161(b). Prevailing wage rates are determined based on the geographic area in which the work is performed and on the employee’s occupational title.

Currently, the Department of Labor requires employers to pay registered apprentices the same wage as the occupational title in which they were apprenticed. For example, a first-year electrician’s apprentice and a journeyman electrician are required to be paid at the same rate. After consultation with the State Apprenticeship Council, I have concluded that this results in a disincentive for employers to bring apprentices on to state construction projects. Consistent with Governor Scott’s commitment to grow the Vermont economy by encouraging apprenticeship in well paid, high demand occupations, I am issuing this memo to announce that, effective July 1, 2018, registered apprentices on state construction projects may be paid a wage that is a percentage of the prevailing wage for the apprenticed occupation. I believe this is consistent not only with federal prevailing wage law (Davis–Bacon) but with prevailing wage laws in other states.

A company who employs apprentices must register said apprentices with the Department of Labor’s Apprenticeship Training Division in order to qualify for payment of the applicable apprentice wage rate set forth in the Registered Apprentice Prevailing Wage Rate Schedule. The wage rate for a registered apprentice shall be based on the appropriate progression level of the applicable classification for which they are apprenticing. Those rates are set forth in table 1.

Table 1.
 Registered Apprentice Prevailing Wage Rate Schedule

| Progression Level | Hours* | Percentage of Rate |
|-------------------|----------------|--------------------|
| 1 | 0 – 999 | 60% |
| 2 | 1,000 - 1,999 | 65% |
| 3 | 2,000 - 2,999 | 70% |
| 4 | 3,000 - 3,999 | 75% |
| 5 | 4,000 - 4,999 | 80% |
| 6 | 5,000 - 5,999 | 85% |
| 7 | 6,000 - 6,999 | 90% |
| 8 | 7,000 - 10,000 | 95% |

* Apprenticeship hours and length of schooling varies depending on the trade.

