

## 4.3 WAGE RATES

"General Decision Number: PA20240003 12/06/2024

Superseded General Decision Number: PA20230003

State: Pennsylvania

Construction Type: Building

County: Philadelphia County in Pennsylvania.

BUILDING CONSTRUCTION PROJECTS (does not include single family

homes or apartments up to and including 4 stories).

Note: Contracts subject to the Davis-Bacon Act are generally

required to pay at least the applicable minimum wage rate required under Executive Order 14026 or Executive Order 13658.

Please note that these Executive Orders apply to covered contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but do not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(1).

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|If the contract is entered |. Executive Order 14026  
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|into on or after January 30, | generally applies to the  
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|2022, or the contract is | contract.  
|  
|renewed or extended (e.g., an |. The contractor must pay  
|  
|option is exercised) on or | all covered workers at  
|  
|after January 30, 2022: | least \$17.20 per hour (or  
|  
| | the applicable wage rate  
|  
| | listed on this wage  
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| | determination, if it is  
|  
| | higher) for all hours  
|  
| | spent performing on the  
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| | contract in 2024.

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|If the contract was awarded on|. Executive Order 13658  
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|or between January 1, 2015 and| generally applies to the  
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|January 29, 2022, and the | contract.  
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|contract is not renewed or |. The contractor must pay  
all|  
|extended on or after January | covered workers at least  
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|30, 2022: | \$12.90 per hour (or the  
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| applicable wage rate  
listed|  
| on this wage  
determination, |  
| if it is higher) for all  
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| hours spent performing on  
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| that contract in 2024.  
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The applicable Executive Order minimum wage rate will be adjusted annually. If this contract is covered by one of the Executive Orders and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must still submit a

conformance request.

Additional information on contractor requirements and worker protections under the Executive Orders is available at <http://www.dol.gov/whd/govcontracts>.

Modification Number	Publication Date
0	01/05/2024
1	01/12/2024
2	01/19/2024
3	02/23/2024
4	05/10/2024
5	05/17/2024
6	05/24/2024
7	05/31/2024
8	06/21/2024
9	07/26/2024
10	09/06/2024
11	10/11/2024
12	10/18/2024
13	11/01/2024
14	12/06/2024

	Rates	Fringes
Asbestos Workers/Insulator		
Includes the application of all insulating materials, protective coverings, coatings, and finishes to all types of mechanical systems.....	\$ 59.37	45.78

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BOIL0013-001 01/01/2024

	Rates	Fringes
BOILERMAKER.....	\$ 52.10	35.38

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BRPA0001-006 05/01/2024

	Rates	Fringes
BRICKLAYER.....	\$ 48.70	31.61

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BRPA0001-008 05/01/2024

	Rates	Fringes
TILE SETTER.....	\$ 51.36	30.02

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BRPA0001-011 05/01/2024

	Rates	Fringes
MASON - STONE.....	\$ 48.40	31.95

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BRPA0001-015 05/01/2024

	Rates	Fringes
Pointer, caulker and cleaner.....	\$ 50.00	30.70

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\* CARP0158-001 05/01/2024

	Rates	Fringes
Carpenter/Lather.....	\$ 54.13	29.78

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\* CARP0219-005 05/01/2024

	Rates	Fringes
MILLWRIGHT.....	\$ 53.54	36.94

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\* CARP0251-001 05/01/2024

	Rates	Fringes
FLOOR LAYER: Carpet.....	\$ 55.07	31.33

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\* CARP0474-004 05/01/2024

	Rates	Fringes
PILEDRIVERMAN.....	\$ 47.50	43.42

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ELEC0098-003 05/02/2022

Rates	Fringes
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ELECTRICIAN.....\$ 65.76 61%+1.98

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ELEC0098-014 05/02/2022

Rates Fringes

ELECTRICIAN (Sound and  
Communication Technician)  
(Installation of Voice Data,  
IT Network, Wifi)).....\$ 63.97 30.40

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ELEV0005-001 01/01/2024

Rates Fringes

ELEVATOR MECHANIC.....\$ 68.97 37.885+a+b

FOOTNOTES FOR ELEVATOR MECHANICS:

A. PAID VACATION: Employer contributes 8% of basic hourly rate for 5 years or more of service or 6% for 6 months to 5 years of service.



B. Eight Paid Holidays (provided employee has worked 5 consecutive days before and the working day after the holiday): New Years's Day; Memorial Day; Independence Day;

Labor Day; Veteran's Day; Thanksgiving Day and the Friday after Thanksgiving Day, and Christmas Day.

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\* ENGI0542-002 05/01/2024

	Rates	Fringes
Power equipment operators:		
GROUP 1.....	\$ 53.36	33.65+A
GROUP 1a.....	\$ 56.37	34.53+A
GROUP 2.....	\$ 53.11	33.58+A
GROUP 2a.....	\$ 56.13	34.45+A
GROUP 3.....	\$ 49.03	32.37+A
GROUP 4.....	\$ 48.73	32.28+A
GROUP 5.....	\$ 47.00	31.78+A
GROUP 6.....	\$ 46.02	31.48+A

FOOTNOTE: A. PAID HOLIDAYS: New Year's Day; Memorial Day;

Independence Day; Labor Day; Thanksgiving Day and Christmas

Day

\*\*\*TOXIC/HARARDOUS WASTE REMOVAL\*\*\*

Add 20 per cent to basic hourly rate for all classifications

BOOM LENGTH PAY:

On all machines with booms, jibs, masts and leads, including

tower cranes, 100 ft. from ground up, fifty cents (\$.50) per hour additional will be paid for each increment of 25 ft. over 100 ft. On cranes with booms (including jibs, masts and leads) 200 ft. and over, two (2) operators will be required. When two (2) operators are employed, no Oiler

will be required. Booms to be measured from the ground up.

Tower cranes calculated from ground up and out for purpose

of boom pay.

POWER EQUIPMENT OPERATORS CLASSIFICATIONS

GROUP 1: Handling steel and stone in connection with

erection, cranes doing hook work, any machine handling machinery, helicopters, concrete pumps building machines similar to the above, including remote, robotic or laser control equipment.

GROUP 1a: Machines handling steel, or the functional equivalent, and stone in connection with erection 15 ton and over factory rating; Cranes doing hook work 15 ton and

over factory rating; Any machines handling machinery; High

Rail/Burro Crane 15 ton and over factory rating; Rail Loader (Winch Boom Type) 15 ton and over factory rating; Concrete Pumps (Building) 120 feet of Boom length or less (200 yard pour or less); Machines similar to above, including remote, robotic or laser control equipment; Equipment in this Wage Group that does not require an oiler.

GROUP 2: All types of cranes, All types of backhoes, Cableways, Draglines, Keystones, all types of shovels, Derricks, Pavers 21E and over, Trenching machines, Trench shovel, Gradalls, Front-End loaders, Boat Captain, Pippin type backhoes, Tandems scrapers, Towers type crane operation erecting, Dismantling, Jumping or Jacking, Drills

(self-contained), (drillmaster type) forklift (20 ft. and

over), Moter patrols (fine grade), Batch plant with mixer,

Carryalls, Scraper, Trownapulls, Roller (Hith Grade Finishing), Spreaders (asphalt), Bulldozers and Tractors, Mechanic welder, Conveyor loaders (euclid-type wheel), Concrete pump, Milling Machines, Hoist with two towers, Building hoist double drum (unless used as a single drum),

Mucking machines in tunnel, All auto grade and concrete finishing machines, Bundle pullers/extractors (tublar), bobcat. side broom, directional boring machines, vermeer saw type machines (other than than hand held tractor mounted

hydro axe, chipper with boom, all) machine similar to the above including remote, robotic or laser control equipment.

GROUP 2a: Crawler backhoes and Crawler gradalls over one cubic yard factory rating; Hydraulic backhoes over one cubic yard factory rating; All types of cranes 15 ton and over factory rating; Cherry picker type machinery and equipment 15 ton and over factory rating; Concrete Pumps (Heavy/Highway); Machines similar to above, including remote, robotic or laser control equipment; Equipment in this Wage Group that does not require an oiler.

GROUP 3: Asphalt plant engineers, Well drillers, Ditch witch

(small trencher), Motor patrols, Fine grade machines, Ten-ton roller (grade fill stone base), Concrete breaking machines, Guilloline only, Stump grinder, Conveyors (except building conveyors), Fork lift trucks of all types, High pressure boilers Elevator Operator (New Construction) Machine similar to the above, including remote, robotic or laser control equipment

GROUP 4: Seaman, Pulverzer form line grader, Farm tractors, road finishing, Concrete spreader, Power broom (self-contained), Seed spreader, Grease truck, toxic/hazardous waste removal rate 20 per cent added to all classifications and machines similar to the above including remote, robotic or laser control equipment.

GROUP 5: Compressors pumps, Well point pumps, Welding machines Tireman, Power equipment, Maintenance engineer (power boats), Elevator Operators (Renovations) and machine similar to the above including remote, robotic or laser control equipment.

GROUP 6: Fireman, Oilers and deck hands (personnel boats),

grease truck. Machines similar to the above including remote, robotic or laser control equipment.

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IRON0401-002 07/01/2024

	Rates	Fringes
IRONWORKER, STRUCTURAL AND ORNAMENTAL.....	\$ 53.20	44.60

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IRON0405-002 07/01/2024

	Rates	Fringes
IRONWORKER, REINFORCING.....	\$ 50.29	34.17

The following holidays shall be observed and when work is performed thereon it shall be paid for at twice the base rate: New Year's Day, Memorial Day, Independence Day, Labor

Day, Thanksgiving Day, and Christmas Day. Employees shall

be off Christmas Eve Day and receive four hours pay.

Employees who have to work on Christmas Eve Day shall work

four hours and be paid for eight hours pay for the holiday.

Any time worked beyond fours hours shall be paid at the double time rate plus the four hours holiday pay. To receive holiday pay, the employee must work the day before

Christmas Eve and the first working day after Christmas Day.

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IRON0405-004 07/01/2024

	Rates	Fringes
IRONWORKER (Rigger and Machinery Mover).....	\$ 46.73	34.17

The following holidays shall be observed and when work is performed thereon it shall be paid for at twice the base rate: New Year's Day, Memorial Day, Independence Day, Labor

Day, Thanksgiving Day, and Christmas Day. Employees shall

be off Christmas Eve Day and receive four hours pay.

Employees who have to work on Christmas Eve Day shall work

four hours and be paid for eight hours pay for the holiday.

Any time worked beyond fours hours shall be paid at the double time rate plus the four hours holiday pay. To receive holiday pay, the employee must work the day before

Christmas Eve and the first working day after Christmas Day.

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LABO0332-001 05/01/2024

	Rates	Fringes
LABORER		
GROUP 1.....	\$ 37.70	26.54
GROUP 2.....	\$ 37.80	26.54
GROUP 3.....	\$ 37.85	26.54
GROUP 4.....	\$ 38.00	26.54
GROUP 5.....	\$ 38.05	26.54
GROUP 6.....	\$ 37.84	26.54
GROUP 7.....	\$ 38.98	26.54
GROUP 8.....	\$ 39.13	26.54
GROUP 9.....	\$ 39.28	26.54



GROUP 10.....	\$ 39.53	26.54
GROUP 11.....	\$ 38.10	26.54

LABORERS CLASSIFICATIONS

GROUP 1: Building site work; Stripping and dismantling concrete form work; loading, unloading, carrying and handling of all reinforced steel and steel mesh; handling lumber and other building materials; operating jackhammers,

paving breakers and all other pneumatic tools; building scaffolds; raking, shoveling and tamping of asphalt; spading and concrete pit work; grading; form pinning; shoring; demolition except burners; laying conduits and ducts; sheathing; lagging; laying non-metallic pipe and caulking; all other types of laborers; pouring concrete; operating vibrator; free air tunnels: miners.

GROUP 2: Power buggies; burners on demolition

GROUP 3: Wagon drill operator (single)

GROUP 4: Powdermen; wagon drill operator (multiple); circular caisson excavation; underpinning excavation

GROUP 5: Caisson bottom man

GROUP 6: Yard workers

GROUP 7: Trackmen; brakemen; groutmen; bottom shaft men;

all other men in free air tunnels

GROUP 8: Form setters

GROUP 9: Miners bore driver; blasters; drillers; pneumatic

shield operators

GROUP 10: Welders and burners

GROUP 11: Mason Tender

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LABO0332-002 05/01/2024

Rates

Fringes

LABORER (Asbestos Abatement,  
Toxic and Hazardous Waste  
Removal, Lead Based Paint

Removal) .....\$ 39.40 26.89

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LAB00413-004 05/01/2024

Rates Fringes

Landscape Laborer

Farm Tractor Driver,

Hydroseeder Nozzleman and

Mulcher Nozzleman.....\$ 30.28 23.62+A

FOOTNOTE:

A. PAID HOLIDAYS: Independence Day, Labor Day, and  
Thanksgiving Day.

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MARB0001-003 05/01/2021

Rates Fringes

MARBLE FINISHER.....\$ 25.10 20.75

TERRAZZO FINISHER.....\$ 27.03 20.58

TILE FINISHER.....\$ 25.10 20.75

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MARB0003-002 05/01/2021

	Rates	Fringes
MARBLE SETTER.....	\$ 44.90	30.75
TERRAZZO WORKER/SETTER.....	\$ 48.01	28.67

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PAIN0021-001 05/01/2021

	Rates	Fringes
Painters:		
Brush, Roller.....	\$ 41.24	28.10
Spray, Steel and Swing.....	\$ 42.49	28.10

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PAIN0021-012 05/01/2024

	Rates	Fringes
DRYWALL FINISHER/TAPER.....	\$ 42.25	32.16

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PAIN0252-001 06/01/2021

	Rates	Fringes
Window Tinter.....	\$ 25.02	13.06

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PAIN0252-006 05/01/2022

	Rates	Fringes
GLAZIER.....	\$ 46.09	34.83

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PLAS0008-001 05/01/2022

	Rates	Fringes
PLASTERER.....	\$ 41.97	32.20

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PLAS0592-011 05/01/2023

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER....	\$ 44.20	32.76

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PLUM0420-008 05/01/2024

	Rates	Fringes
Steamfitter.....	\$ 70.32	42.78

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PLUM0690-002 05/01/2023

	Rates	Fringes
PLUMBER.....	\$ 64.73	37.21

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ROOF0030-001 05/01/2022

	Rates	Fringes
Roofers:		
Composition.....	\$ 41.48	33.37+A
Shingles.....	\$ 31.25	21.75+A
Slate and Tile.....	\$ 34.25	21.75+A

FOOTNOTE (Composition Roofer only):

A. PAID HOLIDAY: Election Day

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SFPA0692-001 05/01/2024

	Rates	Fringes
SPRINKLER FITTER.....	\$ 66.81	33.66

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SHEE0019-008 05/01/2024

	Rates	Fringes
SHEET METAL WORKER.....	\$ 59.22	49.06

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SHEE0019-023 07/15/2024

	Rates	Fringes
SHEET METAL WORKER (Sign Makers & Hangers).....	\$ 33.89	24.25

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TEAM0107-001 05/01/2024

Rates	Fringes
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TRUCK DRIVER (BUILDING  
CONSTRUCTION)

GROUP 1.....	\$ 36.795	22.5495+a+b
GROUP 2.....	\$ 36.895	22.5495+a+b
GROUP 3.....	\$ 37.145	22.5495+a+b

TRUCK DRIVER (SITE  
PREPARATION, PAVING AND  
UTILITIES ON BUILDING  
CONSTRUCTION)

GROUP 1.....	\$ 36.14	21.555+a+b
GROUP 2.....	\$ 36.24	21.555+a+b
GROUP 3.....	\$ 36.49	21.555+a+b

TRUCK DRIVERS CLASSIFICATIONS (BUILDING CONSTRUCTION)

GROUP 1 - Stake body truck (single axle), 11/2 ton and under  
vehicles

GROUP 2 - Truck driver over 11/2 tons, dump trucks,  
tandem  
and batch trucks, semi-trailers, agitator mixer trucks  
and  
dumcrete type vehicle, asphalt distributors, farm  
tractors

when used for transportation, stake body truck (tandem)



GROUP 3 - Euclid type, off-highway equipment - back or belly dump trucks and double-hitched equipment, straddle (ross) carrier, lowbed trailers

TRUCK DRIVERS CLASSIFICATIONS (SITE PREPARATION, PAVING AND

UTILITIES ON BUILDING CONSTRUCTION)

GROUP 1 - Stake body truck (single axle), dumpster

GROUP 2 - Dump trucks, tandem and batch trucks, semi-trailers, agitator mixer trucks, and dumpcrete type vehicles, asphalt distributors, farm tractor when used for

transportation, stake body truck (tandem)

GROUP 3 - Euclid type, off-highway equipment or bell dump trucks and double hitched equipment, staddle (ross) carrier, low-bed trailers

FOOTNOTE:

a. PAID HOLIDAYS: Memorial Day, Independence Day, Labor Day,

Thanksgiving Day and five personal holidays provided

employee works at least one day in the three work days before and at least one day in the three work days after the said holiday. Employee earns a personal holiday every two months, provided employee has worked twenty-six day in

each consecutive two month period, up to a maximum of five

per calendar year. After 130 work days the employee is entitled to all five personal holidays.

b. PAID VACATION: Employee will earn one vacation day for

every two months, provided employee has worked twenty-six day in each consecutive two month period, up to a maximum of five vacation days per calendar year. After 130 workdays the employee is entitled to all five days of vacation. Employees with 5 years of seniority, earn an additional week of vacation, accrued in the same way.

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave

for Federal Contractors applies to all contracts subject to the

Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this

contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year.

Employees must be permitted to use paid sick leave for their

own illness, injury or other health-related needs, including

preventive care; to assist a family member (or person who is

like family to the employee) who is ill, injured, or has other

health-related needs, including preventive care; or for reasons

resulting from, or to assist a family member (or person who is

like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information

on contractor requirements and worker protections under the EO

is available at

<https://www.dol.gov/agencies/whd/government-contracts>.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses

(29CFR 5.5 (a) (1) (iii)).

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The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

## Union Rate Identifiers

A four letter classification abbreviation identifier enclosed

in dotted lines beginning with characters other than ""SU"" or

""UAVG"" denotes that the union classification and rate were

prevailing for that classification in the survey. Example:

PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of

the union which prevailed in the survey for this

classification, which in this example would be Plumbers. 0198

indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number,

005 in the example, is an internal number used in processing

the wage determination. 07/01/2014 is the effective date of the

most current negotiated rate, which in this example is July 1,

2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing

this classification and rate.

### Survey Rate Identifiers

Classifications listed under the ""SU"" identifier indicate that

no one rate prevailed for this classification in the survey and

the published rate is derived by computing a weighted average

rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates

the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates

the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007

in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion

date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a

new survey is conducted.

#### Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

#### State Adopted Rate Identifiers

Classifications listed under the ""SA"" identifier indicate that

the prevailing wage rate set by a state (or local) government

was adopted under 29 C.F.R. 1.3(g)-(h). Example: SAME2023-007

01/03/2024. SA reflects that the rates are state adopted. ME

refers to the State of Maine. 2023 is the year during which the

state completed the survey on which the listed classifications

and rates are based. The next number, 007 in the example, is an

internal number used in producing the wage determination.

01/03/2024 reflects the date on which the classifications and

rates under the ?SA? identifier took effect under state law in

the state from which the rates were adopted.

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WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can

be:



- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on  
a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests

for summaries of surveys, should be with the Wage and Hour National Office because National Office has responsibility for

the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described

in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.

Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator

(See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor

200 Constitution Avenue, N.W.  
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION"

See attached document: Renovate Behavioral Health 7E7W Nurse Station--Bid Specs.

See attached document: Renovate Behavioral Health 7E7W Nurse Station--Bid Drawings.

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