

4.2 WAGE RATES

"General Decision Number: PA20250003 02/21/2025

Superseded General Decision Number: PA20240003

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).

If the contract is entered	. Executive Order 14026
into on or after January 30,	generally applies to the
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 \$17.75 per hour (or
	the applicable wage rate
	listed on this wage

	determination, if it is
	higher) for all hours
	spent performing on the
	contract in 2025.
If the contract was awarded on	Executive Order 13658
or between January 1, 2015 and	generally applies to the
January 29, 2022, and the	contract.
contract is not renewed or	The contractor must pay
all	
extended on or after January	covered workers at least
30, 2022:	\$13.30 per hour (or the
	applicable wage rate
listed	on this wage
determination,	if it is higher) for all
	hours spent performing on
	that contract in 2025.

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	01/03/2025
1	02/21/2025

ASBE0014-001 05/01/2024

	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

BOIL0013-001 01/01/2024

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

BRPA0001-006 05/01/2024

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

BRPA0001-008 05/01/2024

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

BRPA0001-011 05/01/2024

Rates	Fringes
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MASON - STONE.....	\$ 48.40	31.95
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BRPA0001-015 05/01/2024

Rates	Fringes
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Pointer, caulker and cleaner.....	\$ 50.00	30.70
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CARP0158-001 05/01/2024

Rates	Fringes
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Carpenter/Lather.....	\$ 54.13	29.78
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CARP0219-005 05/01/2024

Rates	Fringes
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MILLWRIGHT.....	\$ 53.54	36.94
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CARP0251-001 05/01/2024

Rates	Fringes
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FLOOR LAYER: Carpet.....	\$ 55.07	31.33
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CARP0474-004 05/01/2024

Rates	Fringes
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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

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.

* 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), Motor patrols (fine grade), Batch plant with
mixer,
Carryalls, Scraper, Trounappulls, 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 boliers 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.

IRON0401-002 07/01/2024

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

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.

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.

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

 LABO0332-002 05/01/2024

	Rates	Fringes
LABORER (Asbestos Abatement, Toxic and Hazardous Waste Removal, Lead Based Paint Removal).....	\$ 39.40	26.89

 LABO0413-004 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.

 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

 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
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Painters:

Brush, Roller.....	\$ 41.24	28.10
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Spray, Steel and Swing.....	\$ 42.49	28.10
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PAIN0021-012 05/01/2024

	Rates	Fringes
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DRYWALL FINISHER/TAPER.....	\$ 42.25	32.16
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PAIN0252-001 06/01/2021

	Rates	Fringes
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Window Tinter.....	\$ 25.02	13.06
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PAIN0252-006 05/01/2022

	Rates	Fringes
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GLAZIER.....	\$ 46.09	34.83
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PLAS0008-001 05/01/2022

	Rates	Fringes
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PLASTERER.....	\$ 41.97	32.20
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PLAS0592-011 05/01/2023

	Rates	Fringes
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CEMENT MASON/CONCRETE FINISHER....	\$ 44.20	32.76
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PLUM0420-008 05/01/2024

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

PLUM0690-002 05/01/2023

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

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

* SFPA0692-001 01/01/2025

	Rates	Fringes
SPRINKLER FITTER.....	\$ 66.22	34.25

SHEE0019-008 05/01/2024

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

SHEE0019-023 07/15/2024

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

TEAM0107-001 05/01/2024		

	Rates	Fringes
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.

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)).

The body of each wage determination lists the classifications and wage rates that have been found to be prevailing for the type(s) of construction and geographic area covered by the wage

determination. The classifications are listed in alphabetical order under rate identifiers indicating whether the particular rate is a union rate (current union negotiated rate), a survey rate, a weighted union average rate, a state adopted rate, or a supplemental classification rate.

Union Rate Identifiers

A four-letter identifier beginning with characters other than "SU", "UAVG", ?SA?, or ?SC? denotes that a union rate was prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2024. PLUM is an identifier of the union whose collectively bargained rate 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. The date, 07/01/2024 in the example, is the effective date of the most current negotiated rate.

Union prevailing wage rates are updated to reflect all changes over time that are reported to WHD in the rates in the collective bargaining agreement (CBA) governing the classification.

Union Average Rate Identifiers

The UAVG identifier indicates that no single rate prevailed for those classifications, but that 100% of the data reported for the classifications reflected union rates. EXAMPLE: UAVG-OH-0010 01/01/2024. UAVG indicates that the rate is a

weighted union average rate. OH indicates the State of Ohio.

The next number, 0010 in the example, is an internal number used in producing the wage determination. The date, 01/01/2024

in the example, indicates the date the wage determination was

updated to reflect the most current union average rate.

A UAVG rate will be updated once a year, usually in January, to

reflect a weighted average of the current rates in the collective bargaining agreements on which the rate is based.

Survey Rate Identifiers

The ""SU"" identifier indicates that either a single non-union

rate prevailed (as defined in 29 CFR 1.2) for this classification in the survey or that the rate was derived by

computing a weighted average rate based on all the rates reported in the survey for that classification. As a weighted

average rate includes all rates reported in the survey, it may

include both union and non-union rates. Example: SUFL2022-007

6/27/2024. SU indicates the rate is a single non-union prevailing rate or a weighted average of survey data for that

classification. FL indicates the State of Florida. 2022 is the

year of the 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. The date, 6/27/2024 in the example, indicates the survey completion date

for the classifications and rates under that identifier.

?SU? wage rates typically remain in effect until a new survey

is conducted. However, the Wage and Hour Division (WHD) has the

discretion to update such rates under 29 CFR 1.6(c)(1).

State Adopted Rate Identifiers

The "SA" identifier indicates that the classifications and prevailing wage rates set by a state (or local) government were 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. The date, 01/03/2024 in the example, 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.

WAGE DETERMINATION APPEALS PROCESS

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

- a) a survey underlying a wage determination
- b) an existing published wage determination
- c) an initial WHD letter setting forth a position on a wage determination matter
- d) an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to

davisbaconinfo@dol.gov or by mail to:

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

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to BCWD-Office@dol.gov or by mail 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 an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to dba.reconsideration@dol.gov or by mail 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 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.

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END OF GENERAL DECISION"

End of Document

See attached document: Atch 1 642-24-127 Project Specifications.

See attached document: Atch 2 Bid Form.