



DEVAL L. PATRICK  
Governor

TIMOTHY P. MURRAY  
Lieutenant Governor

THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT  
DIVISION OF OCCUPATIONAL SAFETY



JOANNE F. GOLDSTEIN  
Secretary of Labor and Workforce Development

GEORGE E. NOEL  
Director of Labor

HEATHER E. ROWE  
Acting Commissioner of  
Division of Occupational Safety

**Prevailing Wage Rates**

As determined by the Commissioner under the provisions of the  
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

**Awarding Authority:** City of Salem Purchasing Department

**Contract Number:** L-42

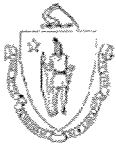
**City/Town:** SALEM

**Description of Work:** LED Traffic Signal Retro Fit: Install LED Traffic Signal Retro Fit at various locations.

**Job Location:** various locations

Classification	Effective Dates and Total Rates							
<b>Construction</b>								
(2 AXLE) DRIVER - EQUIPMENT	12/01/2009	\$43.230	06/01/2010	\$43.830	12/01/2010	\$44.430		
	06/01/2011	\$45.180	12/01/2011	\$45.840	06/01/2012	\$46.490		
	12/01/2012	\$47.520						
(3 AXLE) DRIVER - EQUIPMENT	12/01/2009	\$43.300	06/01/2010	\$43.900	12/01/2010	\$44.500		
	06/01/2011	\$45.250	12/01/2011	\$45.910	06/01/2012	\$46.560		
	12/01/2012	\$47.590						
(4 & 5 AXLE) DRIVER - EQUIPMENT	12/01/2009	\$43.420	06/01/2010	\$44.020	12/01/2010	\$44.620		
	06/01/2011	\$45.370	12/01/2011	\$46.030	06/01/2012	\$46.680		
	12/01/2012	\$47.710						
ADS/SUBMERSIBLE PILOT	08/01/2009	\$101.110	08/01/2010	\$104.640	08/01/2011	\$108.760		
AIR TRACK OPERATOR	12/01/2009	\$44.500	06/01/2010	\$45.500	12/01/2010	\$46.750		
	06/01/2011	\$47.750	12/01/2011	\$49.000				
ASBESTOS REMOVER - PIPE / MECH. EQUIPT.	12/01/2009	\$40.250						
ASPHALT RAKER	12/01/2009	\$44.000	06/01/2010	\$45.000	12/01/2010	\$46.250		
	06/01/2011	\$47.250	12/01/2011	\$48.500				
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/01/2009	\$58.530	06/01/2010	\$59.730	12/01/2010	\$60.980		
BACKHOE/FRONT-END LOADER	12/01/2009	\$58.530	06/01/2010	\$59.730	12/01/2010	\$60.980		
BARCO-TYPE JUMPING TAMPER	12/01/2009	\$44.000	06/01/2010	\$45.000	12/01/2010	\$46.250		
	06/01/2011	\$47.250	12/01/2011	\$48.500				
BLOCK PAVER, RAMMER / CURB SETTER	12/01/2009	\$44.500	06/01/2010	\$45.500	12/01/2010	\$46.750		
	06/01/2011	\$47.750	12/01/2011	\$49.000				
BOILER MAKER	01/01/2010	\$55.850						
APPRENTICE BOILERMAKER - Local 29								
Ratio Step	1	2	3	4	5	6	7	8
1:5 %	65.00	65.00	70.00	75.00	80.00	85.00	90.00	95.00
Apprentice wages shall be no less than the following.								
Step 1\$38.75/2\$38.75/3\$41.19/4\$43.64/5\$46.08/6\$48.53/7\$50.97/8\$53.42								
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	02/01/2010	\$68.010	08/01/2010	\$69.910	02/01/2011	\$70.900		
	08/01/2011	\$73.000	02/01/2012	\$73.990				
APPRENTICE BRICK/PLASTER/CEMENT MASON - Local 3 Lynn								
Ratio Step	1	2	3	4	5			
1:5 %	50.00	60.00	70.00	80.00	90.00			
Apprentice wages shall be no less than the following.								
Step 1\$45.71/2\$50.17/3\$54.63/4\$59.09/5\$63.55								
BULLDOZER/GRADER/SCRAPER	12/01/2009	\$58.190	06/01/2010	\$59.380	12/01/2010	\$60.630		
CAISSON & UNDERPINNING BOTTOM MAN	12/01/2009	\$48.250	06/01/2010	\$49.250	12/01/2010	\$50.500		
	06/01/2011	\$51.500	12/01/2011	\$52.750				
CAISSON & UNDERPINNING LABORER	12/01/2009	\$47.100	06/01/2010	\$48.100	12/01/2010	\$49.350		
	06/01/2011	\$50.350	12/01/2011	\$51.600				

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**Contract Number:** L-42

**City/Town:** SALEM

**Description of Work:** LED Traffic Signal Retro Fit; Install LED Traffic Signal Retro Fit at various locations.

**Job Location:** various locations

Classification		Effective Dates and Total Rates							
CAISSON & UNDERPINNING TOP MAN		12/01/2009	\$47.100	06/01/2010	\$48.100	12/01/2010	\$49.350		
		06/01/2011	\$50.350	12/01/2011	\$51.600				
CARBIDE CORE DRILL OPERATOR		12/01/2009	\$44.000	06/01/2010	\$45.000	12/01/2010	\$46.250		
		06/01/2011	\$47.250	12/01/2011	\$48.500				
CARPENTER		03/01/2010	\$54.500	09/01/2010	\$55.380	03/01/2011	\$56.250		
		09/01/2011	\$57.380	03/01/2012	\$58.500				
APPRENTICE CARPENTER - Zone 2 Eastern MA									
Ratio	Step	1	2	3	4	5	6	7	8
1.5	%	50.00	60.00	70.00	75.00	80.00	80.00	90.00	90.00
Apprentice wages shall be no less than the following:									
Step 1\$25.26/2\$28.43/3\$40.29/4\$41.87/5\$45.03/6\$45.03/7\$51.35/8\$51.35									
CEMENT MASONRY/PLASTERING		02/01/2010	\$66.200	08/01/2010	\$67.670	02/01/2011	\$68.440		
		08/01/2011	\$70.060	02/01/2012	\$70.830				
CHAIN SAW OPERATOR		12/01/2009	\$44.000	06/01/2010	\$45.000	12/01/2010	\$46.250		
		06/01/2011	\$47.250	12/01/2011	\$48.500				
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES		12/01/2009	\$59.530	06/01/2010	\$60.730	12/01/2010	\$61.980		
COMPRESSOR OPERATOR		12/01/2009	\$47.890	06/01/2010	\$48.760	12/01/2010	\$49.690		
DELEADER (BRIDGE)		01/01/2010	\$63.410						
DEMO: ADZEMAN		12/01/2009	\$47.100	06/01/2010	\$48.100	12/01/2010	\$49.350		
		06/01/2011	\$50.350	12/01/2011	\$51.600				
DEMO: BACKHOE/LOADER/HAMMER OPERATOR		12/01/2009	\$48.100	06/01/2010	\$49.100	12/01/2010	\$50.350		
		06/01/2011	\$51.350	12/01/2011	\$52.600				
DEMO: BURNERS		12/01/2009	\$47.850	06/01/2010	\$48.850	12/01/2010	\$50.100		
		06/01/2011	\$51.100	12/01/2011	\$52.350				
DEMO: CONCRETE CUTTER/SAWYER		12/01/2009	\$48.100	06/01/2010	\$49.100	12/01/2010	\$50.350		
		06/01/2011	\$51.350	12/01/2011	\$52.600				
DEMO: JACKHAMMER OPERATOR		12/01/2009	\$47.850	06/01/2010	\$48.850	12/01/2010	\$50.100		
		06/01/2011	\$51.100	12/01/2011	\$52.350				
DEMO: WRECKING LABORER		12/01/2009	\$47.100	06/01/2010	\$48.100	12/01/2010	\$49.350		
		06/01/2011	\$50.350	12/01/2011	\$51.600				
DIRECTIONAL DRILL MACHINE OPERATOR		12/01/2009	\$58.190	06/01/2010	\$59.380	12/01/2010	\$60.630		
DIVER		08/01/2009	\$75.090	08/01/2010	\$77.440	08/01/2011	\$80.190		
DIVER TENDER		08/01/2009	\$60.220	08/01/2010	\$62.570	08/01/2011	\$65.320		
DIVER TENDER (EFFLUENT)		08/01/2009	\$78.810	08/01/2010	\$82.330	08/01/2011	\$86.460		
DIVER/SLURRY (EFFLUENT)		08/01/2009	\$101.110	08/01/2010	\$104.640	08/01/2011	\$108.760		
ELECTRICIAN		03/01/2010	\$65.790	09/01/2010	\$67.030	03/01/2011	\$68.270		

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**Contract Number:** L-42

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**Job Location:** various locations

Classification		Effective Dates and Total Rates									
APPRENTICE ELECTRICIAN - Local 103											
Ratio	Step	1	2	3	4	5	6	7	8	9	10
2:3***	%	40.00	40.00	45.00	45.00	50.00	55.00	60.00	65.00	70.00	75.00
Apprentice wages shall be no less than the following Steps:						App Prior 1/1/03, 30/35/40/45/50/55/65/70/75/80					
1/\$34.88/2/\$34.88/3/\$42.31/4/\$42.31/5/\$44.45/6/\$46.58/7/\$48.72/8/\$50.85/9/\$52.99/10/\$55.12											
ELEVATOR CONSTRUCTOR						01/01/2010	\$65.190	01/01/2011	\$66.690	01/01/2012	\$68.190
APPRENTICE ELEVATOR CONSTRUCTOR - Local 4											
Ratio	Step	1	2	3	4	5					
1:1	%	50.00	55.00	65.00	70.00	80.00					
Apprentice rates shall be no less than the following.						Steps 1-2 are 6 mos., Steps 3-5 are 1 year					
Step 1/\$44.47/2/\$46.89/3/\$51.73/4/\$54.17/5/\$58.99											
ELEVATOR CONSTRUCTOR HELPER						01/01/2010	\$51.330	01/01/2011	\$52.830	01/01/2012	\$54.330
FENCE & GUARD RAIL. ERECTOR						12/01/2009	\$44.000	06/01/2010	\$45.000	12/01/2010	\$46.250
						06/01/2011	\$47.250	12/01/2011	\$48.500		
FIELD ENG. - INST. PERSON (BLDG. SITE, HVY CONST)						05/01/2010	\$56.950	11/01/2010	\$58.190	05/01/2011	\$59.430
FIELD ENG. - ROD PERSON (BLDG. SITE, HVY CONST)						05/01/2010	\$41.520	11/01/2010	\$42.250	05/01/2011	\$42.980
FIELD ENG.-CHIEF OF PARTY (BLDG. SITE, HVY CONST)						05/01/2010	\$58.320	11/01/2010	\$59.570	05/01/2011	\$60.820
FIRE ALARM INSTALLER						03/01/2010	\$65.790	09/01/2010	\$67.030	03/01/2011	\$68.270
FIRE ALARM REPAIR / MAINTENANCE						03/01/2010	\$53.800	09/01/2010	\$54.730	03/01/2011	\$55.660
FIREMAN (ASST. ENGINEER)						12/01/2009	\$52.740	06/01/2010	\$53.760	12/01/2010	\$54.840
FLAGGER & SIGNALER						12/01/2009	\$34.900	06/01/2010	\$35.900	12/01/2010	\$35.900
						06/01/2011	\$36.900	12/01/2011	\$36.900		
FLOORCOVERER						03/01/2010	\$59.630	09/01/2010	\$60.380	03/01/2011	\$61.130
						09/01/2011	\$62.380	03/01/2012	\$63.630		
APPRENTICE FLOORCOVERER - Local 2168 Zone 1											
Ratio	Step	1	2	3	4	5	6	7	8		
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	85.00		
Apprentice rates shall be no less than the following:						Steps are 750 hrs					
Step 1/\$27.35/2/\$29.13/3/\$30.93/4/\$32.71/5/\$34.52/6/\$36.34/7/\$38.16/8/\$39.98/9/\$41.80/10/\$43.62											
FORK LIFT/CHERRY PICKER						12/01/2009	\$58.530	06/01/2010	\$59.730	12/01/2010	\$60.980
GENERATOR/LIGHTING PLANT/HEATERS						12/01/2009	\$47.890	06/01/2010	\$48.760	12/01/2010	\$49.690
GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)						01/01/2010	\$52.910				
APPRENTICE GLAZIER - Local 35 Zone 2											
Ratio	Step	1	2	3	4	5	6	7	8		
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	90.00		
Apprentice wages shall be no less than the following						Steps are 750 hrs					
Step 1/\$23.86/2/\$25.28/3/\$26.70/4/\$28.12/5/\$29.54/6/\$30.96/7/\$32.38/8/\$33.80/9/\$35.22/10/\$36.64											
HOISTING ENGINEER/CRANES/GRADALLS						12/01/2009	\$58.530	06/01/2010	\$59.730	12/01/2010	\$60.980

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**Job Location:** various locations

Classification		Effective Dates and Total Rates									
APPRENTICE HOIST/PORT. ENG. - Local 4											
Ratio	Step	1	2	3	4	5	6	7	8		
1.6	%	55.00	60.00	65.00	70.00	75.00	80.00	85.00	90.00		
Apprentice wages shall be no less than the following:											
Step 1 \$29.83/2\$43.42/3\$45.31/4\$47.20/5\$49.09/6\$50.97/7\$52.86/8\$54.74											
HVAC (DUCTWORK)						02/01/2010	\$63.470	08/01/2010	\$64.720	02/01/2011	\$65.970
						08/01/2011	\$67.220	02/01/2012	\$68.470	08/01/2012	\$69.720
						02/01/2013	\$70.970				
HVAC (ELECTRICAL CONTROLS)						03/01/2010	\$65.790	09/01/2010	\$67.030	03/01/2011	\$68.270
HVAC (TESTING AND BALANCING - AIR)						02/01/2010	\$63.470	08/01/2010	\$64.720	02/01/2011	\$65.970
						08/01/2011	\$67.220	02/01/2012	\$68.470	08/01/2012	\$69.720
						02/01/2013	\$70.970				
HVAC (TESTING AND BALANCING - WATER)						03/01/2010	\$64.400				
HVAC MECHANIC						03/01/2010	\$64.400				
HYDRAULIC DRILLS						12/01/2009	\$44.500	06/01/2010	\$45.500	12/01/2010	\$46.750
						06/01/2011	\$47.750	12/01/2011	\$49.000		
INSULATOR (PIPES & TANKS)						09/01/2009	\$59.260	09/01/2010	\$61.660		
APPRENTICE: ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Boston											
Ratio	Step	1	2	3	4						
1.4	%	50.00	60.00	70.00	80.00						
Apprentice wages shall be no less than the following											
Step 1 \$36.64/2\$41.16/3\$45.69/4\$50.21											
Steps are 1 year											
IRONWORKER/WELDER						03/16/2010	\$60.940				
APPRENTICE IRONWORKER - Local 7 Boston											
Ratio	Step	1	2	3	4	5	6				
**	%	60.00	70.00	75.00	80.00	85.00	90.00				
Apprentice wages shall be no less than the following											
Step 1 \$46.82/2\$50.35/3\$52.12/4\$53.88/5\$55.65/6\$57.41											
JACKHAMMER & PAVING BREAKER OPERATOR						12/01/2009	\$44.000	06/01/2010	\$45.000	12/01/2010	\$46.250
						06/01/2011	\$47.250	12/01/2011	\$48.500		
LABORER						12/01/2009	\$43.750	06/01/2010	\$44.750	12/01/2010	\$46.000
						06/01/2011	\$47.000	12/01/2011	\$48.250		
APPRENTICE LABORER - Zone 2											
Ratio	Step	1	2	3	4						
1.5	%	60.00	70.00	80.00	90.00						
Apprentice wages shall be no less than the following											
Step 1 \$34.31/2\$37.05/3\$39.78/4\$42.52											
LABORER: CARPENTER TENDER						12/01/2009	\$43.750	06/01/2010	\$44.750	12/01/2010	\$46.000
						06/01/2011	\$47.000	12/01/2011	\$48.250		

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**Job Location:** various locations

Classification	Effective Dates and Total Rates								
LABORER: CEMENT FINISHER TENDER	12/01/2009	\$43.750	06/01/2010	\$44.750	12/01/2010	\$46.000			
	06/01/2011	\$47.000	12/01/2011	\$48.250					
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/01/2009	\$43.750	06/01/2010	\$44.750	12/01/2010	\$46.000			
	06/01/2011	\$47.000	12/01/2011	\$48.250					
LABORER: MASON TENDER	12/01/2009	\$44.000	06/01/2010	\$45.000	12/01/2010	\$46.250			
	06/01/2011	\$47.250	12/01/2011	\$48.500					
LABORER: MULTI-TRADE TENDER	12/01/2009	\$43.750	06/01/2010	\$44.750	12/01/2010	\$46.000			
	06/01/2011	\$47.000	12/01/2011	\$48.250					
LABORER: TREE REMOVER	12/01/2009	\$43.750	06/01/2010	\$44.750	12/01/2010	\$46.000			
	06/01/2011	\$47.000	12/01/2011	\$48.250					
This classification applies to the wholesale removal of standing trees including all associated trimming of branches and limbs, and applies to the removal of branches at locations not on or around utility lines.									
LASER BEAM OPERATOR	12/01/2009	\$44.000	06/01/2010	\$45.000	12/01/2010	\$46.250			
	06/01/2011	\$47.250	12/01/2011	\$48.500					
MARBLE & TILE FINISHERS	02/01/2010	\$56.950	08/01/2010	\$58.470	02/01/2011	\$59.270			
	08/01/2011	\$60.950	02/01/2012	\$61.740					
APPRENTICE MARBLE & TILE FINISHER - Local 3 Marble & Tile									
Ratio	Step	1	2	3	4	5			
1.3	%	50.00	60.00	70.00	80.00	90.00			
Apprentice wages shall be no less than the following.			Steps are 800 hrs						
Step 1 \$39.66/2 \$43.11/3 \$46.57/4 \$50.03/5 \$53.49									
MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2010	\$68.050	08/01/2010	\$69.950	02/01/2011	\$70.940			
	08/01/2011	\$73.040	02/01/2012	\$74.030					
APPRENTICE MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile									
Ratio	Step	1	2	3	4	5			
1.3	%	50.00	60.00	70.00	80.00	90.00			
Apprentice wages shall be no less than the following.									
Step 1 \$45.73/2 \$50.19/3 \$54.66/4 \$59.12/5 \$63.59									
MECH. SWEEPER OPERATOR (NON-CONSTRUCTION)	07/01/2009	\$28.890	07/01/2010	\$29.590	07/01/2011	\$30.290			
MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/01/2009	\$58.190	06/01/2010	\$59.380	12/01/2010	\$60.630			
MECHANIC'S MAINTENANCE	12/01/2009	\$58.190	06/01/2010	\$59.380	12/01/2010	\$60.630			
MILLWRIGHT (Zone 1)	04/01/2010	\$55.850							
APPRENTICE MILLWRIGHT - Local 1121 Zone 1									
Ratio	Step	1	2	3	4	5	6	7	8
1.5	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	85.00
Apprentice wages shall be no less than the following.									
Step 1 \$34.63/2 \$36.31/3 \$39.44/4 \$41.12/5 \$44.26/6 \$45.94/7 \$47.65/8 \$49.32									
MORTAR MIXER	12/01/2009	\$44.000	06/01/2010	\$45.000	12/01/2010	\$46.250			
	06/01/2011	\$47.250	12/01/2011	\$48.500					
OILER (OTHER THAN TRUCK CRANES, GRADALLS)	12/01/2009	\$41.750	06/01/2010	\$42.430	12/01/2010	\$43.170			

This wage schedule must be posted at the work site in accordance with M.G.L. c. 149, § 27. Failure of the employer to pay "prevailing wage rates," which are the minimum wage rates listed above, on public works projects is a violation of M.G.L. c. 149, § 27. Employees not receiving such rates should report the violation to the Office of Fair Labor and Business Practices, 100 Cambridge Street, Boston, MA 02108; Tel: 617-727-3465. For any questions about the wage rates or classifications included on the wage schedule, please call DOS at 617-626-6952.



THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT  
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DEVAL L. PATRICK  
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TIMOTHY P. MURRAY  
Lieutenant Governor

As determined by the Commissioner under the provisions of the  
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

JOANNE F. GOLDSTEIN  
Secretary of Labor and Workforce Development

GEORGE E. NOEL  
Director of Labor

HEATHER E. ROWE  
Acting Commissioner of  
Division of Occupational Safety

**Prevailing Wage Rates**

**Awarding Authority:** City of Salem Purchasing Department

**Contract Number:** L-42

**City/Town:** SALEM

**Description of Work:** LED Traffic Signal Retro Fit; Install LED Traffic Signal Retro Fit at various locations.

**Job Location:** various locations

Classification	Effective Dates and Total Rates								
OILER (TRUCK CRANES, GRADALLS)	12/01/2009	\$44,720	06/01/2010	\$45,500	12/01/2010	\$46,330			
OTHER POWER DRIVEN EQUIPMENT - CLASS II	12/01/2009	\$58,190	06/01/2010	\$59,380	12/01/2010	\$60,630			
PAINTER (BRIDGES/TANKS)	01/01/2010	\$63,410							
APPRENTICE: PAINTER Local 35 - BRIDGES/TANKS									
Ratio	Step	1	2	3	4	5	6	7	8
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	90.00
Apprentice wages shall be no less than the following:						Steps are 750 hrs			
Step 1 \$29,311/2534 43/3536.85/4539 27/5548.89/6551.31/7553 73/8558 57									
PAINTER (SPRAY OR SANDBLAST, NEW) *	01/01/2010	\$54,310							
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.									
APPRENTICE: PAINTER Local 35 Zone 2 - Spray/Sandblast - New									
Ratio	Step	1	2	3	4	5	6	7	8
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	90.00
Apprentice wages shall be no less than the following:									
Step 1 \$24,76/2531 85/3533 55/4532 24/5544 14/6545.83/7547 53/8550.92									
PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2010	\$52,370							
APPRENTICE: PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint									
Ratio	Step	1	2	3	4	5	6	7	8
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	90.00
Apprentice wages shall be no less than the following:									
Step 1 \$23,79/2530 78/3532.38/4533 98/5542 78/6544 38/7545 98/8549 17									
PAINTER (TRAFFIC MARKINGS)	12/01/2009	\$43,750	06/01/2010	\$44,750	12/01/2010	\$46,000			
	06/01/2011	\$47,000	12/01/2011	\$48,250					
PAINTER / TAPER (BRUSH, NEW) *	01/01/2010	\$52,910							
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.									
APPRENTICE: PAINTER - Local 35 Zone 2 - BRUSH NEW									
Ratio	Step	1	2	3	4	5	6	7	8
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	90.00
Apprentice wages shall be no less than the following:						Steps are 750 hrs			
Step 1 \$23,86/2528 43/3530 31/4532.18/5541 26/6543 13/7545 01/8548 76									
PAINTER / TAPER (BRUSH, REPAINT)	01/01/2010	\$50,970							
APPRENTICE: PAINTER Local 35 Zone 2 - BRUSH REPAINT									
Ratio	Step	1	2	3	4	5	6	7	8
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	90.00
Apprentice wages shall be no less than the following:						Steps are 750 hrs			
Step 1 \$22,89/2527 36/3529 14/4530 92/5539 90/6541 68/7543 46/8547 01									

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GEORGE E. NOEL  
Director of Labor

HEATHER E. ROWE  
Acting Commissioner of  
Division of Occupational Safety

**Awarding Authority:** City of Salem Purchasing Department

**Contract Number:** L-42

**City/Town:** SALEM

**Description of Work:** LED Traffic Signal Retro Fit; Install LED Traffic Signal Retro Fit at various locations.

**Job Location:** various locations

Classification	Effective Dates and Total Rates									
PANEL & PICKUP TRUCKS DRIVER	12/01/2009	\$43.060	06/01/2010	\$43.660	12/01/2010	\$44.260				
	06/01/2011	\$45.010	12/01/2011	\$45.670	06/01/2012	\$46.320				
	12/01/2012	\$47.350								
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK)	08/01/2009	\$60.220	08/01/2010	\$62.570	08/01/2011	\$65.320				
PILE DRIVER	08/01/2009	\$60.220	08/01/2010	\$62.570	08/01/2011	\$65.320				
APPRENTICE PILE DRIVER - Local 56 Zone 1										
Ratio Step	1	2	3	4	5	6	7	8		
1:3 %	60.00	65.00	70.00	75.00	80.00	85.00	90.00	95.00		
Apprentice wages shall be no less than the following:										
Step 1 \$45.35/2 \$47.21/3 \$49.07/4 \$50.93/5 \$52.79/6 \$54.64/7 \$56.50/8 \$58.36										
PIPEFITTER & STEAMFITTER	03/01/2010	\$64.400								
APPRENTICE PIPEFITTER Local 537 (Local 138)										
Ratio Step	1	2	3	4	5					
** %	40.00	45.00	60.00	70.00	80.00					
Apprentice wages Step 1 \$30.00/2 \$40.33/3 \$46.90/4 \$51.27/5 \$55.65										
Refitig/AC Mechanic ** 1, 1.2; 2, 4; 3, 6; 4, 8; 5, 10; 6, 12; 7, 14; 8, 17; 9, 20; 10, 23 (Max)										
PIPELAYER	12/01/2009	\$44.000	06/01/2010	\$45.000	12/01/2010	\$46.250				
	06/01/2011	\$47.250	12/01/2011	\$48.500						
PLUMBER	03/01/2010	\$63.420								
APPRENTICE PLUMBER/GASFITTER - Local 12 (Local 138)										
Ratio Step	1	2	3	4	5	6	7	8	9	10
1:5 %	37.50	40.00	45.00	50.00	55.00	60.00	65.00	70.00	75.00	80.00
Apprentice wages shall be no less than the following:										
Step 1 \$27.15/2 \$29.63/3 \$37.06/4 \$42.01/4hc \$44.49/5 \$46.97/5hc \$49.43										
PNEUMATIC CONTROLS (TEMP.)	03/01/2010	\$64.400								
PNEUMATIC DRILL/TOOL OPERATOR	12/01/2009	\$44.000	06/01/2010	\$45.000	12/01/2010	\$46.250				
	06/01/2011	\$47.250	12/01/2011	\$48.500						
POWDERMAN & BLASTER	12/01/2009	\$44.750	06/01/2010	\$45.750	12/01/2010	\$47.000				
	06/01/2011	\$48.000	12/01/2011	\$49.250						
POWER SHOVEL/DERRICK/TRENCHING MACHINE	12/01/2009	\$58.530	06/01/2010	\$59.730	12/01/2010	\$60.980				
PUMP OPERATOR (CONCRETE)	12/01/2009	\$58.530	06/01/2010	\$59.730	12/01/2010	\$60.980				
PUMP OPERATOR (DEWATERING, OTHER)	12/01/2009	\$47.890	06/01/2010	\$48.760	12/01/2010	\$49.690				
READY-MIX CONCRETE DRIVER	04/30/2009	\$37.100								
RECLAIMERS	12/01/2009	\$58.190	06/01/2010	\$59.380	12/01/2010	\$60.630				
RESIDENTIAL WOOD FRAME CARPENTER **	04/01/2009	\$35.620								
** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement.										
As of 9/1/09 Carpenter work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.										

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HEATHER E. ROWE  
Acting Commissioner of  
Division of Occupational Safety

**Awarding Authority:** City of Salem Purchasing Department

**Contract Number:** L-42

**City/Town:** SALEM

**Description of Work:** LED Traffic Signal Retro Fit; Install LED Traffic Signal Retro Fit at various locations.

**Job Location:** various locations

Classification		Effective Dates and Total Rates								
APPRENTICE CARPENTER (Residential Wood Frame) - Zone 2										
Ratio	Step	1	2	3	4	5	6	7	8	
1:5	%	60.00	60.00	65.00	70.00	75.00	80.00	85.00	90.00	
Apprentice wages shall be no less than the following:										
Step 1 \$20.13/2526.04/3527.23/4528.43/5529.63/6530.83/7532.03/8533.22										
RIDE-ON MOTORIZED BUGGY OPERATOR					12/01/2009	\$44,000	06/01/2010	\$45,000	12/01/2010	\$46,250
					06/01/2011	\$47,250	12/01/2011	\$48,500		
ROLLER/SPREADER/MULCHING MACHINE					12/01/2009	\$58,190	06/01/2010	\$59,380	12/01/2010	\$60,630
ROOFER (Inc. Roofer Waterproofing & Roofer Damproofg)					02/01/2009	\$53,860				
APPRENTICE: ROOFER - Local 33										
Ratio	Step	1	2	3	4	5				
**	%	50.00	60.00	65.00	75.00	85.00				
** 1:5, 2:6-10, the 1:10; Reroofing 1:4, then 1:1						Step 1 is 2000 hrs. Steps 2-5 are 1000 hrs				
Apprentice rates no less than: Step 1 \$34.48/2540.86/3542.58/4546.02/5549.50										
SHEETMETAL WORKER					02/01/2010	\$63,470	08/01/2010	\$64,720	02/01/2011	\$65,970
					08/01/2011	\$67,220	02/01/2012	\$68,470	08/01/2012	\$69,720
					02/01/2013	\$70,970				
APPRENTICE: SHEET METAL WORKER - Local 17-A										
Ratio	Step	1	2	3	4	5	6	7		
1:4	%	40.00	45.00	50.00	60.00	65.00	75.00	85.00		
Apprentice wages shall be no less than the following						Steps 1-3 are 1 year; Steps 4-7 are 6 mos				
Step 1 \$15.75/2526.51/3535.36/4537.38/5546.40/6555.63										
SIGN ERECTOR					06/01/2009	\$37,780				
APPRENTICE: SIGN ERECTOR - Local 35 Zone 2										
Ratio	Step	1	2	3	4	5	6	7	8	9
1:1	%	50.00	55.00	60.00	65.00	70.00	75.00	80.00	85.00	90.00
Steps are 4 mos										
SLATE / TILE / PRECAST CONCRETE ROOFER					02/01/2009	\$54,110				
SPECIALIZED EARTH MOVING EQUIP < 35 TONS					12/01/2009	\$43,520	06/01/2010	\$44,120	12/01/2010	\$44,720
					06/01/2011	\$45,470	12/01/2011	\$46,130	06/01/2012	\$46,780
					12/01/2012	\$47,810				
SPECIALIZED EARTH MOVING EQUIP > 35 TONS					12/01/2009	\$43,810	06/01/2010	\$44,410	12/01/2010	\$45,010
					06/01/2011	\$45,760	12/01/2011	\$46,420	06/01/2012	\$47,070
					12/01/2012	\$48,100				
SPRINKLER FITTER					04/01/2010	\$69,550				

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HEATHER E. ROWE  
Acting Commissioner of  
Division of Occupational Safety

**Awarding Authority:** City of Salem Purchasing Department

**Contract Number:** L-42

**City/Town:** SALEM

**Description of Work:** LED Traffic Signal Retro Fit; Install LED Traffic Signal Retro Fit at various locations.

**Job Location:** various locations

Classification	Effective Dates and Total Rates										
APPRENTICE: SPRINKLER FITTER - Local 550											
Ratio	Step	1	2	3	4	5	6	7	8	9	10
1:1	%	40.00	45.00	50.00	55.00	60.00	65.00	70.00	75.00	80.00	85.00
Apprentice wages shall be no less than the following steps: 1\$35.04/2\$37.82/3\$40.60/4\$43.38/5\$46.16/6\$48.94/7\$51.72/8\$54.50/9\$57.28/10\$60.06											
STEAM BOILER OPERATOR						12/01/2009	\$58.190	06/01/2010	\$59.380	12/01/2010	\$60.630
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN						12/01/2009	\$58.190	06/01/2010	\$59.380	12/01/2010	\$60.630
TELECOMMUNICATION TECHNICIAN						03/01/2010	\$53.800	09/01/2010	\$54.730	03/01/2011	\$55.660
APPRENTICE: TELECOMMUNICATION TECHNICIAN - Local 103											
Ratio	Step	1	2	3	4	5	6	7	8		
1:1	%	40.00	45.00	50.00	55.00	60.00	65.00	75.00	80.00		
Apprentice wages shall be no less than the following Step 1\$34.59/2\$36.19/3\$37.80/4\$39.39/5\$40.99/6\$42.60/7\$45.80/8\$47.40											
TERRAZZO FINISHERS						02/01/2010	\$66.950	08/01/2010	\$68.850	02/01/2011	\$69.840
						08/01/2011	\$71.940	02/01/2012	\$72.930		
APPRENTICE: TERRAZZO FINISHER - Local 3 Marble & Tile											
Ratio	Step	1	2	3	4	5					
1:3	%	50.00	60.00	70.00	80.00	90.00					
Apprentice wages shall be no less than the following Steps are 800 hrs Step 1\$45.18/2\$49.53/3\$53.89/4\$58.24/5\$62.60											
TEST BORING DRILLER						12/01/2009	\$48.500	06/01/2010	\$49.500	12/01/2010	\$50.750
						06/01/2011	\$51.750	12/01/2011	\$53.000		
TEST BORING DRILLER HELPER						12/01/2009	\$47.220	06/01/2010	\$48.220	12/01/2010	\$49.470
						06/01/2011	\$50.470	12/01/2011	\$51.720		
TEST BORING LABORER						12/01/2009	\$47.100	06/01/2010	\$48.100	12/01/2010	\$49.350
						06/01/2011	\$50.350	12/01/2011	\$51.600		
TRACTORS/PORTABLE STEAM GENERATORS						12/01/2009	\$58.190	06/01/2010	\$59.380	12/01/2010	\$60.630
TRAILERS FOR EARTH MOVING EQUIPMENT						12/01/2009	\$44.100	06/01/2010	\$44.700	12/01/2010	\$45.300
						06/01/2011	\$46.050	12/01/2011	\$46.710	06/01/2012	\$47.360
						12/01/2012	\$48.390				
TUNNEL WORK - COMPRESSED AIR						12/01/2009	\$59.430	06/01/2010	\$60.680	12/01/2010	\$61.930
						06/01/2011	\$63.180	12/01/2011	\$64.430		
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)						12/01/2009	\$61.430	06/01/2010	\$62.680	12/01/2010	\$63.930
						06/01/2011	\$65.180	12/01/2011	\$66.430		
TUNNEL WORK - FREE AIR						12/01/2009	\$51.500	06/01/2010	\$52.750	12/01/2010	\$54.000
						06/01/2011	\$55.250	12/01/2011	\$56.500		
TUNNEL WORK - FREE AIR (HAZ. WASTE)						12/01/2009	\$53.500	06/01/2010	\$54.750	12/01/2010	\$56.000
						06/01/2011	\$57.250	12/01/2011	\$58.500		

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Acting Commissioner of  
Division of Occupational Safety

**Awarding Authority:** City of Salem Purchasing Department

**Contract Number:** L-42

**City/Town:** SALEM

**Description of Work:** LED Traffic Signal Retro Fit: Install LED Traffic Signal Retro Fit at various locations.

**Job Location:** various locations

Classification	Effective Dates and Total Rates							
VAC-HAUL	12/01/2009	\$43,520	06/01/2010	\$44,120	12/01/2010	\$44,720		
	06/01/2011	\$45,470	12/01/2011	\$46,130	06/01/2012	\$46,780		
	12/01/2012	\$47,810						
WAGON DRILL OPERATOR	12/01/2009	\$44,000	06/01/2010	\$45,000	12/01/2010	\$46,250		
	06/01/2011	\$47,250	12/01/2011	\$48,500				
WASTE WATER PUMP OPERATOR	12/01/2009	\$58,530	06/01/2010	\$59,730	12/01/2010	\$60,980		
WATER METER INSTALLER	03/01/2010	\$63,420						
<b>Outside Electrical - East</b>								
CABLE TECHNICIAN (Power Zone)	08/31/2009	\$32,830	08/30/2010	\$34,050	08/29/2011	\$35,310		
CABLEMAN (Underground Ducts & Cables)	08/31/2009	\$42,590	08/30/2010	\$44,320	08/29/2011	\$46,110		
DRIVER / GROUNDMAN CDL	08/31/2009	\$37,940	08/30/2010	\$39,360	08/29/2011	\$40,830		
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs)	08/31/2009	\$30,780	08/30/2010	\$31,890	08/29/2011	\$33,050		
EQUIPMENT OPERATOR (Class A CDL)	08/31/2009	\$46,590	08/30/2010	\$48,320	08/29/2011	\$50,110		
EQUIPMENT OPERATOR (Class B CDL)	08/31/2009	\$40,240	08/30/2010	\$41,760	08/29/2011	\$43,340		
GROUNDMAN	08/31/2009	\$30,280	08/30/2010	\$31,390	08/29/2011	\$32,550		
GROUNDMAN -Inexperienced (<2000 Hrs.)	08/31/2009	\$25,920	08/30/2010	\$26,840	08/29/2011	\$27,790		
JOURNEYMAN LINEMAN	08/31/2009	\$55,480	08/30/2010	\$57,510	08/29/2011	\$59,620		
APPRENTICE LINEMAN (Outside Electrical) - East Local 104								
Ratio	Step	1	2	3	4	5	6	7
1.2	%	60.00	65.00	70.00	75.00	80.00	85.00	90.00
Apprentice wages shall be no less than the following								
Step 1/\$39.06/2/\$41.11/3/\$43.17/4/\$45.22/5/\$47.27/6/\$49.32/7/\$51.38								
TELEDATA CABLE SPLICER	03/01/2007	\$27,330						
TELEDATA LINEMAN/EQUIPMENT OPERATOR	03/01/2007	\$27,330						
TELEDATA WIREMAN/INSTALLER/TECHNICIAN	03/01/2007	\$27,330						
TREE TRIMMER	02/01/2009	\$19,010						
This classification applies only to the trimming of branches on and around utility lines.								
TREE TRIMMER GROUNDMAN	02/01/2009	\$17,060						
This classification applies only to the trimming of branches on and around utility lines.								

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**Prevailing Wage Rates**

**As determined by the Commissioner under the provisions of the  
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Director of Labor

HEATHER E. ROWE  
Acting Commissioner of  
Division of Occupational Safety

**Awarding Authority:** City of Salem Purchasing Department

**Contract Number:** L-42

**City/Town:** SALEM

**Description of Work:** LED Traffic Signal Retro Fit; Install LED Traffic Signal Retro Fit at various locations.

**Job Location:** various locations

**Classification**

**Effective Dates and Total Rates**

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours) unless otherwise specified.

- \* Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof.
- \*\* Multiple ratios are listed in the comment field.
- \*\*\* The job site ratio of 2 apprentices (APP) for every 3 journeymen (JM) is allowed as follows:  
1 JM: 1 APP; 2-3 JM: 2 APP; 4-6 JM: 4 APP; 7-9 JM: 6 APP; 10-12 JM: 8 APP; 13-15 JM: 10 APP; etc.
- \*\*\*\* The job site ratio of 2 apprentices (APP) for every 3 journeymen (JM) is allowed as follows:  
1-2 JM: 1 APP; 3-4 JM: 2 APP; 5 JM: 3 APP; 6-7 JM: 4 APP; 8 JM: 5 APP; etc.

This wage schedule must be posted at the work site in accordance with M.G.L. c. 149, § 27. Failure of the employer to pay "prevailing wage rates," which are the minimum wage rates listed above, on public works projects is a violation of M.G.L. c. 149, § 27. Employees not receiving such rates should report the violation to the Office of Fair Labor and Business Practices, 100 Cambridge Street, Boston, MA 02108; Tel: 617-727-3465. For any questions about the wage rates or classifications included on the wage schedule, please call DOS at 617-626-6952.