



# **Vermont State Construction Prevailing Wage Rate Schedule 2023**

**Registered Apprentices Rates on Page 9**

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

[www.vtlmi.info/stateconstrprevailwage.pdf](http://www.vtlmi.info/stateconstrprevailwage.pdf)

# Vermont State Construction Prevailing Wage Rate Schedule 2023

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

**Effective July 1, 2023 – June 30, 2024**  
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, Office of Purchasing and Contracting, [bgs.vermont.gov](http://bgs.vermont.gov), James Meyers, (802) 828-2211 or email [james.meyers@vermont.gov](mailto:james.meyers@vermont.gov)
- On University of Vermont projects, contact: Paula Carlaccini, (802) 656-0905 or email [paula.carlaccini@uvm.edu](mailto: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](http://www.vtLmi.info) Mathew Barewicz, (802) 828-4153 or email [mathew.barewicz@vermont.gov](mailto: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/rights-and-wages](http://labor.vermont.gov/rights-and-wages) (802) 951-4083 or email [labor.wagehour@vermont.gov](mailto: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 showing the areas and a list of the towns in each is available on pages 6-7.

### 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 a construction project with a construction 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, as documented on page 8. To find out if a specific project issued by the Department of Buildings and General Services is covered, contact James Meyers, (802) 828-2211 or email [James.Meyers@vermont.gov](mailto:James.Meyers@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](http://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 July 1, 2023 – June 30, 2024.

### 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 2022 Occupational Employment and Wage Survey estimates.

## Vermont State Construction Prevailing Wage Rates by Area Effective July 1, 2023 - June 30, 2024

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

Occupation code	Occupation Title	Burlington - South Burlington Metropolitan NECTA * \$ / hr	Southern Vermont Area * \$ / hr	Northern Vermont Area * \$ / hr
47-2011	Boilermakers	33.55 <sup>2</sup>	33.55 <sup>2</sup>	33.55 <sup>2</sup>
47-2021	Brickmasons and Blockmasons	29.69	25.43	27.18 <sup>1</sup>
47-2031	Carpenters	26.72	25.18	24.61
47-2041	Carpet Installers	24.82 <sup>1</sup>	24.82 <sup>1</sup>	24.71
47-2051	Cement Masons and Concrete Finishers	23.02 <sup>1</sup>	22.24	22.10
47-4011	Construction and Building Inspectors	31.38	29.17	28.72
47-2061	Construction Laborers	22.35	20.37	20.50
47-5041	Continuous Mining Machine Operators	27.46 <sup>2</sup>	27.46 <sup>2</sup>	27.46 <sup>2</sup>
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	33.26	31.27 <sup>1</sup>	27.31
53-7021	Crane and Tower Operators	30.30	31.03 <sup>1</sup>	30.35
33-9091	Crossing Guards and Flaggers	20.44	18.67	16.68
47-5011	Derrick Operators, Oil and Gas	25.85 <sup>2</sup>	25.85 <sup>2</sup>	25.85 <sup>2</sup>
47-2081	Drywall and Ceiling Tile Installers	24.08	23.89 <sup>1</sup>	23.08
47-5023	Earth Drillers, Except Oil and Gas	31.55 <sup>1</sup>	32.58	29.44
49-9051	Electrical Power-Line Installers and Repairers	46.62	43.67	44.35
47-2111	Electricians	26.38	26.24	24.97
47-4021	Elevator and Escalator Installers and Repairers	45.17 <sup>2</sup>	45.17 <sup>2</sup>	45.17 <sup>2</sup>
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining	24.20 <sup>1</sup>	22.73	26.43
47-5032	Explosives Workers, Ordnance Handling Experts, and Blasters	29.21 <sup>1</sup>	29.21 <sup>1</sup>	29.21 <sup>1</sup>
47-4031	Fence Erectors	21.05 <sup>2</sup>	21.05 <sup>2</sup>	21.05 <sup>2</sup>
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	35.83	34.38	34.63
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	29.72	28.82	29.74
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	36.37	35.88	35.73
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	22.60	23.16	22.66 <sup>1</sup>
47-2043	Floor Sanders and Finishers	20.73	20.14 <sup>1</sup>	20.14 <sup>1</sup>
47-2121	Glaziers	23.92	23.74 <sup>1</sup>	23.74 <sup>1</sup>
47-4041	Hazardous Materials Removal Workers	21.36	22.43	21.03
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	28.65	25.31	25.75
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	19.96	19.51 <sup>1</sup>	19.51 <sup>1</sup>
47-3012	Helpers--Carpenters	18.69 <sup>2</sup>	18.69 <sup>2</sup>	18.69 <sup>2</sup>
47-3013	Helpers--Electricians	17.28 <sup>1</sup>	17.28 <sup>1</sup>	17.28 <sup>1</sup>
47-5081	Helpers--Extraction Workers	21.35 <sup>2</sup>	21.35 <sup>2</sup>	21.35 <sup>2</sup>
49-9098	Helpers--Installation, Maintenance, and Repair Workers	18.61	18.88	17.53
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	18.29 <sup>2</sup>	18.29 <sup>2</sup>	18.29 <sup>2</sup>
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	19.60	19.54	19.48 <sup>1</sup>
47-3016	Helpers--Roofers	19.65 <sup>2</sup>	19.65 <sup>2</sup>	19.65 <sup>2</sup>

\* 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, 2023 - June 30, 2024

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

Occupation code	Occupation Title	Burlington -		
		Burlington Metropolitan NECTA * \$ / hr	Southern Vermont Area * \$ / hr	Northern Vermont Area * \$ / hr
47-3019	Helpers, Construction Trades, All Other	17.68 <sup>1</sup>	17.68 <sup>1</sup>	17.68 <sup>1</sup>
47-4051	Highway Maintenance Workers	24.40	22.88	23.23
47-2131	Insulation Workers, Floor, Ceiling, and Wall	19.87 <sup>1</sup>	20.16	18.95
47-2132	Insulation Workers, Mechanical	23.79	23.61 <sup>1</sup>	23.61 <sup>1</sup>
37-3011	Landscaping and Groundskeeping Workers	20.08	20.06	20.35
47-2073	Operating Engineers and Other Construction Equipment Operators	26.01	24.57	25.18
47-2141	Painters, Construction and Maintenance	22.85	23.74	24.90
47-2142	Paperhangers	23.57 <sup>2</sup>	23.57 <sup>2</sup>	23.57 <sup>2</sup>
47-2071	Paving, Surfacing, and Tamping Equipment Operators	24.17 <sup>1</sup>	25.05	24.02
47-2072	Pile Driver Operators	33.76 <sup>2</sup>	33.76 <sup>2</sup>	33.76 <sup>2</sup>
47-2151	Pipelayers	22.76 <sup>1</sup>	22.76 <sup>1</sup>	22.76 <sup>1</sup>
47-2161	Plasterers and Stucco Masons	26.75 <sup>2</sup>	26.75 <sup>2</sup>	26.75 <sup>2</sup>
47-2152	Plumbers, Pipefitters, and Steamfitters	27.40	24.95	24.99
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	30.08 <sup>2</sup>	30.08 <sup>2</sup>	30.08 <sup>2</sup>
47-2171	Reinforcing Iron and Rebar Workers	27.78 <sup>2</sup>	27.78 <sup>2</sup>	27.78 <sup>2</sup>
49-9096	Riggers	28.22 <sup>2</sup>	28.22 <sup>2</sup>	28.22 <sup>2</sup>
47-5051	Rock Splitters, Quarry	22.45 <sup>1</sup>	22.45 <sup>1</sup>	25.27
47-5043	Roof Bolters, Mining	30.77 <sup>2</sup>	30.77 <sup>2</sup>	30.77 <sup>2</sup>
47-2181	Roofers	23.60	22.89	22.48
47-5012	Rotary Drill Operators, Oil and Gas	29.06 <sup>2</sup>	29.06 <sup>2</sup>	29.06 <sup>2</sup>
47-5071	Roustabouts, Oil and Gas	21.99 <sup>2</sup>	21.99 <sup>2</sup>	21.99 <sup>2</sup>
49-2098	Security and Fire Alarm Systems Installers	27.02	29.26	27.87 <sup>1</sup>
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	26.18 <sup>1</sup>	26.81	26.18 <sup>1</sup>
47-5013	Service Unit Operators, Oil and Gas	27.49 <sup>2</sup>	27.49 <sup>2</sup>	27.49 <sup>2</sup>
47-2211	Sheet Metal Workers	23.89	22.67	23.50
47-2231	Solar Photovoltaic Installers	24.67 <sup>1</sup>	24.67 <sup>1</sup>	24.67 <sup>1</sup>
47-2022	Stonemasons	31.24 <sup>1</sup>	31.24 <sup>1</sup>	29.72
47-2221	Structural Iron and Steel Workers	25.13 <sup>1</sup>	25.13 <sup>1</sup>	25.13 <sup>1</sup>
17-1022	Surveyors	30.96	30.66	30.09
47-2082	Tapers	31.67 <sup>2</sup>	31.67 <sup>2</sup>	31.67 <sup>2</sup>
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	33.30	33.88	34.41 <sup>1</sup>
49-9052	Telecommunications Line Installers and Repairers	36.41	31.60	33.55
47-2053	Terrazzo Workers and Finishers	29.66 <sup>2</sup>	29.66 <sup>2</sup>	29.66 <sup>2</sup>
47-2044	Tile and Stone Setters	23.91 <sup>1</sup>	23.78	23.39

\* 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.

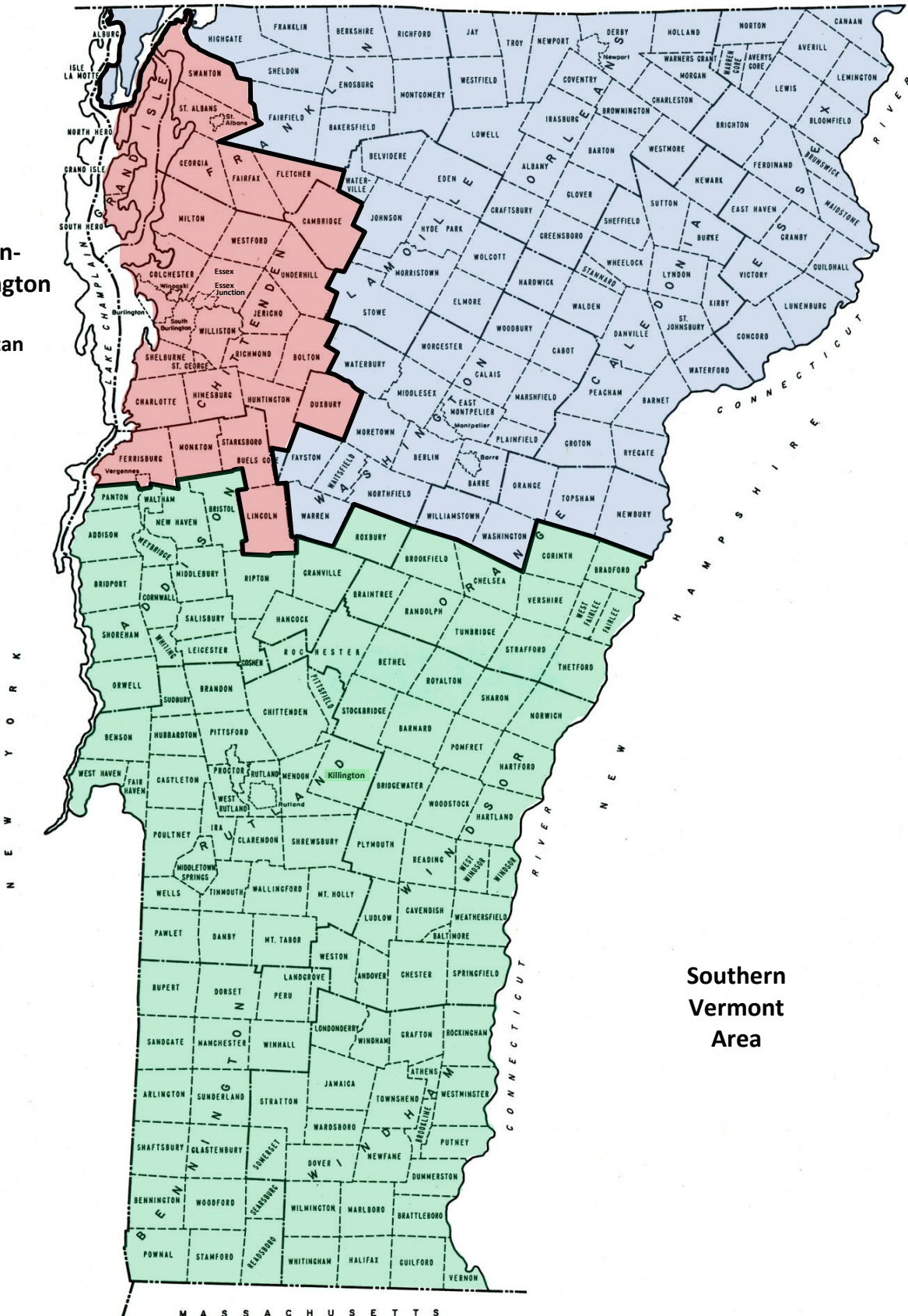
# State Construction Prevailing Wage Areas

effective July 2016, based on 2010 Census

C A N A D A

**Burlington-South Burlington  
VT  
Metropolitan  
NECTA**

**Northern  
Vermont  
Area**



**Southern  
Vermont  
Area**

M A S S A C H U S E T T S

## State Construction Prevailing Wage Areas

effective July 2016, based on 2010 Census

Towns in

### Burlington - South Burlington, VT Metropolitan NECTA <sup>1</sup>

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

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

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](http://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](http://bgs.vermont.gov) or Vermont Department of Labor at (802) 828-4301.







**State of Vermont**  
**Department of Labor**  
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 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 either the Department of Labor’s Apprenticeship Training Division or the apprentice registering entity in the state in which the company is domiciled 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.

