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Administration



MANAGEMENT  
ANALYSIS DIVISION

910497

**A STUDY OF  
THE DETERMINATION  
AND ENFORCEMENT OF  
PREVAILING  
WAGE IN  
MINNESOTA**



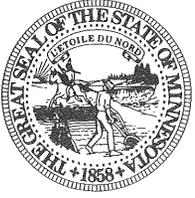
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**APRIL 1991**

1990 Minn. Laws Chap. 604  
Art. 10 Sec. 8

**STATE OF MINNESOTA**



**Department of  
Administration**

April 12, 1991

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St. Paul, Minnesota 55155

Patrick E. Flahaven  
Secretary of Senate  
231 State Capitol Building  
St. Paul, Minnesota 55155

Edward A. Burdick  
Chief Clerk, House of Representatives  
211 State Capitol Building  
St. Paul, Minnesota 55155

Dear Gentlemen:

Pursuant to Laws of Minnesota 1990, Chapter 604, Article <sup>10</sup>9, Section 8, the Department of Administration has completed a study of the prevailing wage system in Minnesota. The results of the study including recommendations for future action are contained in the enclosed report.

Sincerely,

*Dana B. Badgerow*  
Dana B. Badgerow  
Commissioner

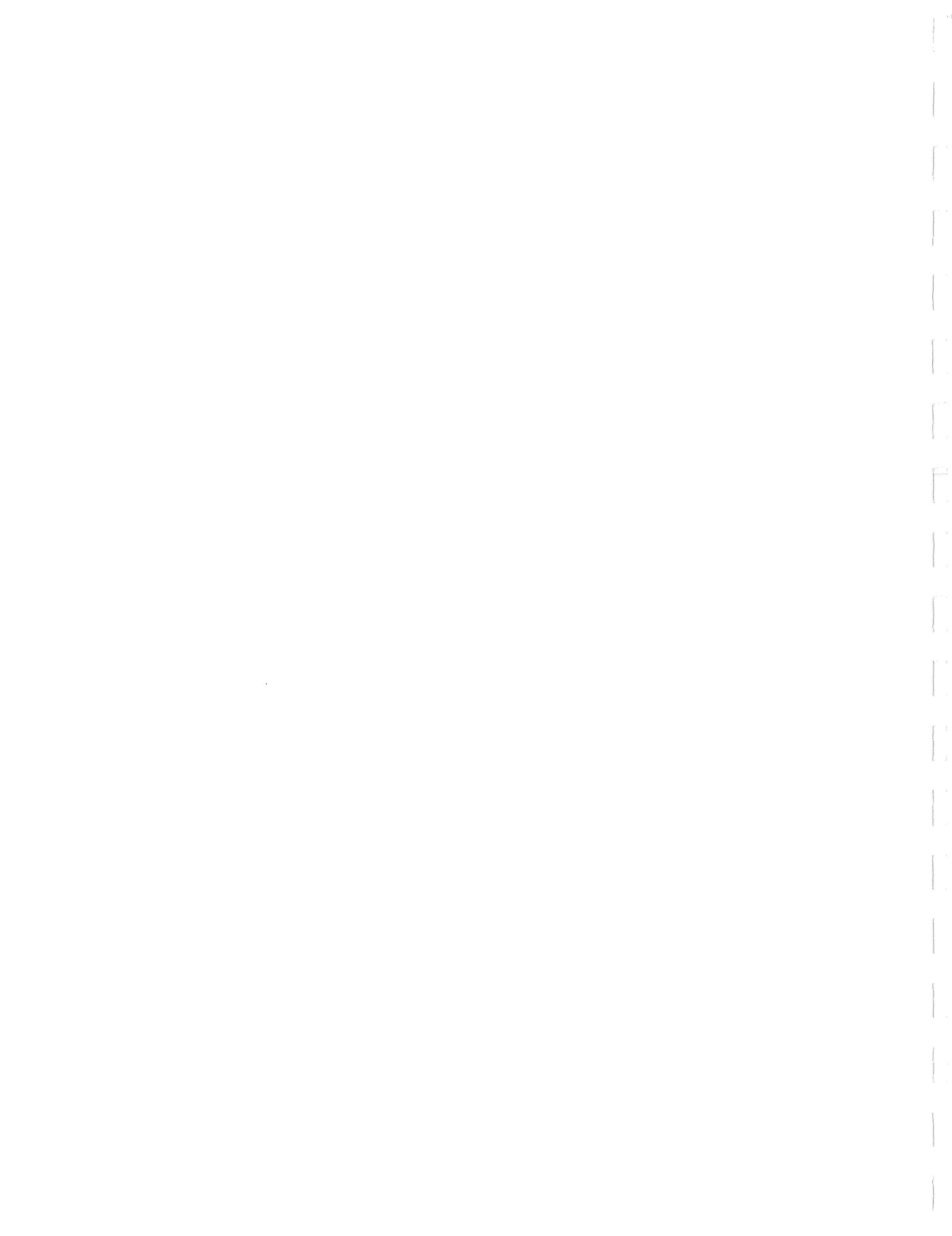
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**A STUDY OF  
THE DETERMINATION  
AND ENFORCEMENT OF  
PREVAILING  
WAGE IN  
MINNESOTA**

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**Minnesota Department of Administration  
Management Analysis Division  
April 1991**



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# **EXECUTIVE SUMMARY**

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# EXECUTIVE SUMMARY

The 1990 Legislature directed the Management Analysis Division of the Department of Administration to study and evaluate three areas of Minnesota's prevailing wage system:

- the method of determining prevailing wage rates and whether it is adequate and reasonable;
- current enforcement of the law and whether it is consistent with the intent of M.S. 177.41 - .44; and
- the variations in rates among counties in Minnesota and between Minnesota and federal rates.

## State legislation

Thirty-two states including Minnesota have prevailing wage statutes covering state-funded construction projects. From state to state, laws differ considerably: They vary in their inclusion or exclusion of particular project types, workers, and contracting organizations, and little consistency exists in the methods and calculations used to determine prevailing wage rates. Enforcement of these laws ranges from no enforcement in some states to substantial fines, possible debarment or felony convictions in other states.

Minnesota's prevailing wage law was enacted in 1973. Minnesota statutes provide a policy statement, definition of terms, provisions for determining and enforcing prevailing wage rates for state building contracts and for highway contracts, and penalty provisions for violations of the law.

The policy in statute states:

It is in the public interest that public buildings and other public works be constructed and maintained by the best means and highest quality of labor reasonably available and that persons working on public works be compensated according to the real value of the services they perform. It is therefore the policy of this state that wages of laborers, workers, and mechanics on projects financed in whole or part by state funds should be comparable to wages paid for similar work in the community as a whole (M.S. 177.41).

## Administration

Minnesota's prevailing wage law assigns primary responsibility for implementation to the Department of Labor and Industry.

Prevailing wage rates are based on data collected in annual surveys conducted by the department's Labor Standards Division. The division certifies wages for as many as 82 construction job classifications in every Minnesota county. Commercial construction wage rates are certified every six months, and highway and heavy construction rates annually.

The law requires that each wage rate determination be based on the actual wage rates paid to the largest number of workers within each labor classification in the survey. Statistically, the calculation used to determine a prevailing wage rate is the mode -- the most frequently occurring rate.

Stakeholder opinions vary regarding the adequacy and reasonableness of prevailing wage determination methods. Labor spokespersons tend to be more satisfied with the certification process than do nonunion representatives.

A review of prevailing wage statutes, rules, methods, and stakeholder input yields four conclusions regarding the structure and processes used for wage rate determination:

1. The intent of prevailing wage legislation is not clearly understood. There are many interpretations of the law's purpose and goals.
2. Prevailing wage laws and rules are confusing and not well understood by those expected to use and follow the requirements.
3. The term "prevailing" is misleading. Prevailing wage statutes and rules favor higher rates and union wages and practices.
4. Opportunities exist for making changes in wage rate certification methods that would result in greater data validity, accuracy, and efficiency.

The Management Analysis Division recommends modifying the administration of Minnesota's prevailing wage law in the following ways:

- **The intent of prevailing wage legislation should be clarified in statute.**
- **Statutes and rules pertaining to the determination of prevailing wage rates should be made consistent for building and highway construction and should be consistent with the intent of the law. The process for adding worker classifications to the master job classification list should be clarified and documented.**
- **Bias in the wage determination process should be reduced.**

Alternative calculations and their associated advantages and disadvantages should be examined for determining prevailing wage rates to ensure consistency with the intent of the law. The Management Analysis Division suggests using a majority/median formula.

Prevailing wage rules regarding the use of adjacent county data should be revised to eliminate metropolitan bias in rural county wage determinations.

The rules should require that county wage determinations be based on survey information from a minimum of three workers in a classification.

- **Prevailing wage data collection procedures should be improved.**

- **The wage determination process should be streamlined.**
- **Agencies involved with prevailing wage administration should coordinate their activities.**
- **Educational efforts should be improved.**

Regular informational seminars should be held and a handbook should be provided explaining Minnesota's prevailing wage law and its administration.

Construction employees covered under Minnesota's prevailing wage law should receive with their first paycheck written notice indicating the rate of pay associated with their work classification.

## **Enforcement**

Minnesota's prevailing wage law divides enforcement responsibilities between the Department of Labor and Industry and the Department of Transportation. Transportation is the primary enforcing agency for contracts dealing with highway construction. Labor and Industry has enforcement responsibility for state projects other than highways.

Rules do not exist for either department delineating how the law should be enforced or how penalty provisions should be applied. Neither department's enforcement procedures are formally outlined beyond statute.

Because contracting agencies are responsible for contract specifications and have access to payroll records, the Department of Labor and Industry works with them to enforce prevailing wage legislation. Primarily, Labor and Industry enforces the laws through the investigation of noncompliance complaints. If a complaint is valid and a contractor fails to pay back wages, Labor and Industry requests that the contracting agency withhold project funds until the contractor complies. Recently, Labor and Industry has advised workers to notify the contractor's bonding company regarding noncompliance.

Labor and Industry has used the statutory penalty provision once. It is considered cumbersome to apply the penalty because county attorneys, who are responsible for bringing charges, lack the time or inclination to prosecute contractors for misdemeanor violations.

Labor and Industry holds that it has not been granted full enforcement authority, because it lacks direct statutory access to contracts and cannot withhold contractors' funds. Rather than apply the penalty provisions, Labor and Industry works through the contracting agency or bonding company to enforce the prevailing wage law.

The statute authorizes the Department of Transportation to enforce prevailing wage provisions on highway projects. Approximately two-thirds of Minnesota's highway projects are funded in part by federal construction aid and must meet both state and federal prevailing wage requirements.

Transportation enforces prevailing wage laws by reviewing project payrolls every two weeks and conducting job-site interviews. Complaints are handled on an individual basis. If a worker has been underpaid and a contractor refuses to pay back wages, the department withholds money from the contractor. Transportation has applied the statutory penalty provision once.

Many prevailing wage stakeholders are critical of the law's enforcement. Although most of them mention lack of personnel for adequate enforcement, many note inconsistent policies, poor communication, confidentiality issues, and confusing worker classifications.

Based on the Management Analysis Division's findings, the following general conclusions are made regarding prevailing wage enforcement:

1. Enforcement responsibilities are vague and not clearly defined.
2. Enforcement responsibilities are scattered among several departments.
3. Formal communication structures do not exist.
4. The current penalty provision is ineffective.
5. Workers initiate prevailing wage enforcement with few safeguards.
6. Prevailing wage staff work well under problematic circumstances.

To address these problems the Management Analysis Division recommends that the legislature:

- **Grant enforcing agencies specific authority to withhold project funds and contact contractors' bonding agencies when contractors fail to pay prevailing wage rates.**
- **Grant the Department of Labor and Industry authority to debar contractors who repeatedly or willfully violate the prevailing wage law.**
- **Establish an interagency consortium to draft enforcement rules. Rules should provide consistent policies and procedures and outline active enforcement measures. The consortium should review prevailing wage problems and recommend possible solutions.**

## **Wage rate comparisons**

Prevailing wage rates vary from county to county. Each wage determination is based on the actual wage rates paid to the largest number of workers within each labor classification reported in the survey. A county's wage survey data may differ from a neighboring county's for several reasons. Disparities may be attributed to urban and rural wage differences, timing of surveys, the amount and distribution of data submitted for each county, the impacts of collectively bargained rates, and the use of adjacent county data.

Comparisons made between Minnesota and federal prevailing wage rates tend to be problematic in a number of ways. Because yearly federal surveys are not required, it is possible for Minnesota and federal rates to reflect different time periods. Definitions, classification schemes, and survey methodologies also differ. Perhaps most significant, Minnesota and federal calculation procedures contrast. While a Minnesota rate corresponds to the mode, a federal rate reflects either the wage paid to a majority of workers in a classification or, if no majority exists, a weighted average.

The Management Analysis Division made 2,142 federal and state wage rate comparisons. In about 30 percent of the comparisons, Minnesota and federal wage rates were equal. In half, Minnesota wage rates were higher, and in approximately 20 percent, they were lower. Minnesota hourly rates ranged from \$14.19 below to \$12.25 above comparable federal rates.

Suitable detailed information was not available for Management Analysis to compare Minnesota's prevailing wage rates with construction wage data other than federal rates.

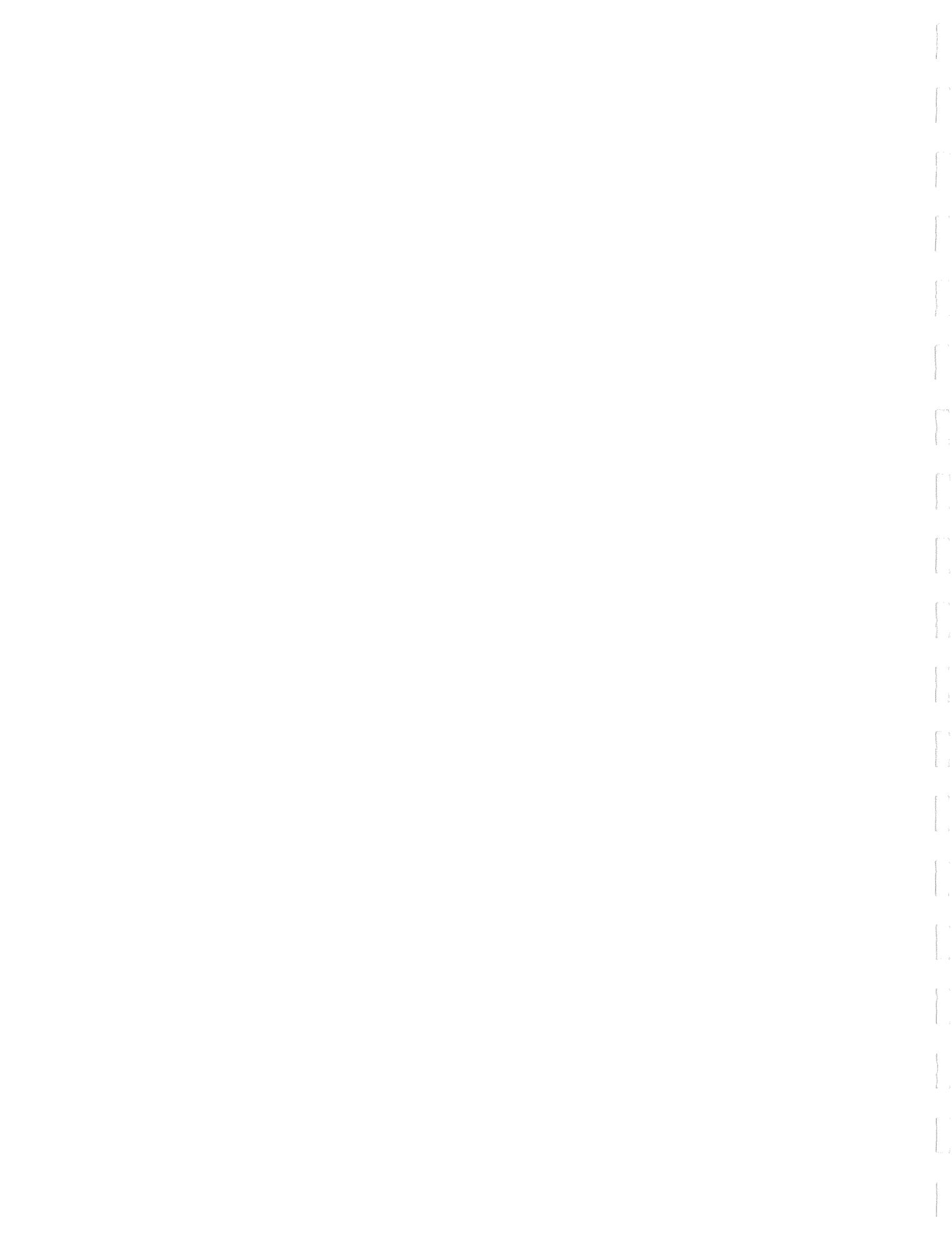
The use of a data source other than Labor and Industry surveys for construction wage rates would allow prevailing wage staff to give more time to education initiatives and enforcement measures. Possible alternatives include collective bargaining contract rates or federal Davis-Bacon Act rates. The possible use of either, however, raises concerns with Minnesota stakeholders. Another option for the Department of Labor and Industry is to contract with the Department of Jobs and Training or another organization to conduct wage surveys and determine rates.

To address these issues, the Management Analysis Division recommends that the legislature:

- **Debate the merits of adopting collective bargaining contract rates or federal Davis-Bacon rates.**

Currently, legislation, rules, and staff resources focus on the wage rate determination process rather than on enforcement and education. If additional staffing for the prevailing wage program is unlikely, use of an alternative source for wage rate determinations would allow the Department of Labor and Industry's mission to focus on prevailing wage education and enforcement.

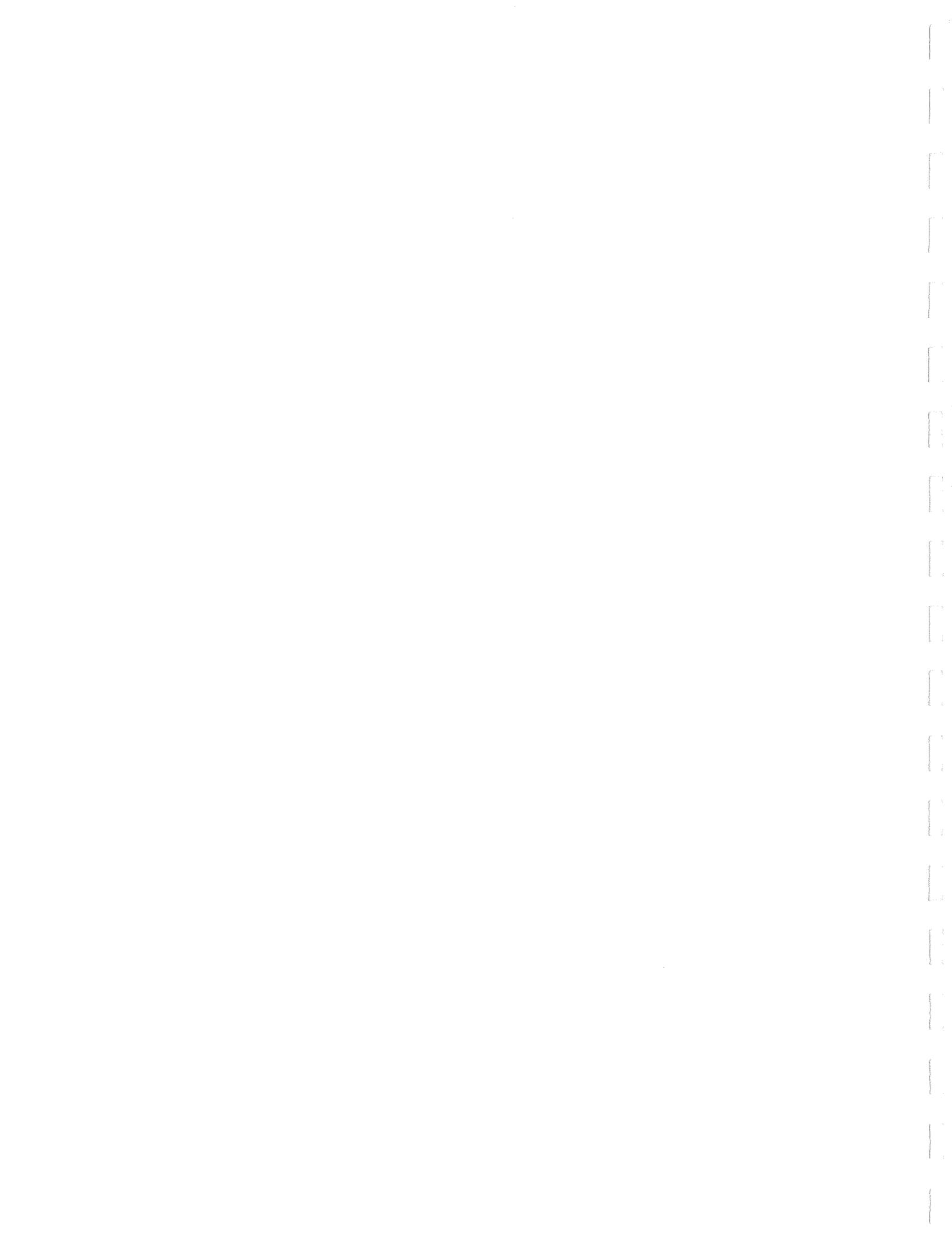
- **Consider alternatives for setting prevailing wage rates and examine priorities for the prevailing wage program.**



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# **INTRODUCTION**

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# INTRODUCTION

“Prevailing wage” is a system used to determine the pay of construction workers on publicly funded projects. The system is designed to ensure that wages are similar to those normally paid in a particular area. This concept dates back to state public works laws of the late 19th century. Federal prevailing wage provisions were built on these early laws, culminating in the 1931 Davis-Bacon Act. This act, outlining wage standards for workers on federally funded projects, stimulated further state activity. By 1973, when Minnesota passed its law, 40 other states had established prevailing wage laws for state-funded construction projects.

Minnesota’s prevailing wage law (M.S. 177.41 -.44) states that “it is in the public interest that public buildings and other public works be constructed and maintained by the best means and highest quality of labor reasonably available and that persons working on public works be compensated according to the real value of the services they perform.” To accomplish these goals, the law requires that the wages of workers on state-financed projects be “comparable to wages paid for similar work in the community as a whole.”

Although the concept of prevailing wage appears simple, it is quite complex and has a history of controversy. Terms used in the legislation -- such as “prevailing,” “similar,” and “community” -- can be defined in a number of ways. In addition, the law affects a variety of groups and individuals that hold disparate opinions.

## Study purpose

In recent years, debate regarding the policy has increased. Prompted by questions of equity, efficiency, and effectiveness, the 1990 Legislature directed the Management Analysis Division of the Department of Administration to study and evaluate Minnesota’s prevailing wage system (Laws 1990, Chapter 604, Article 10, Section 8).

Management Analysis was charged to examine three areas:

- the method of determining prevailing wage rates and whether it is adequate and reasonable;
- current enforcement of the law and whether it is consistent with the intent of M.S. 177.41 - .44; and
- the variations in rates among counties in Minnesota and between Minnesota and federal rates.

## Methodology

In order to address the issues outlined by the legislature, Management Analysis used a combination of data collection techniques. Information was obtained through document review, literature searches, stakeholder interviews, meetings, correspondence, and conversations with discipline experts.

Specifically, data collection involved:

- personal interviews with more than 35 Minnesota prevailing wage stakeholders and administrators;
- 34 telephone interviews with prevailing wage administrators working in other states;
- review of more than 100 documents, articles, reports, papers, and books regarding prevailing wage; and
- more than 120 hours of on-site study at the Department of Labor and Industry.

General information sources for the study included the U.S. Department of Labor, the U.S. Bureau of the Census, the Minnesota Legislature, the Legislative Commission to Review Administrative Rules, the Attorney General's Office, Minnesota Department of Labor and Industry personnel, spokespersons from several labor organizations and contractor associations, local government agents, economic development groups, officials from Minnesota's departments of Administration, Jobs and Training, Military Affairs, Natural Resources, and Transportation, and the University of Minnesota and State University System employees. In addition, a variety of academic papers, reports and analyses provided necessary background information.

Management Analysis incorporated an assortment of analytical techniques for an objective, comprehensive examination. Both quantitative and qualitative methods were applied, including historical documentation, process flow analysis, and comparative statistics.

In particular, data analysis entailed:

- more than 2,100 comparisons of Minnesota and federal prevailing wage rates;
- review of Minnesota's 87 counties' prevailing wage determinations for 60 highway/heavy construction and 41 commercial construction classifications;
- research of comprehensive legislative histories for the Davis-Bacon Act and Minnesota's prevailing wage law;
- detailed documentation of Minnesota's current prevailing wage determination process;
- documentation of Davis-Bacon Act administrative responsibilities and federal prevailing wage methodologies;
- examinations and critiques of prevailing wage survey instruments used by Minnesota and other states; and
- detailed analysis of the truck rental rate issue.

This report provides background information on the origins of prevailing wage

legislation, a description of Minnesota's and other states' legislation, documentation of Minnesota's prevailing wage determination process and enforcement practices, documentation of federal prevailing wage methodology, and comparisons of wage rates among Minnesota counties and between Minnesota and federal rates. Statements of perceptions and expressions of concerns of groups affected by the law are contained throughout the report.

The project team members were Charles J. Petersen and Jeff Rathermel, led by Linda Hennem. Assistance was provided by Mary Krugerud, M. Jill Lafave, Karen Patterson, and Mary Williams.

The project team acknowledges and commends the significant contributions made by the many participants in this process, especially the prevailing wage staff at the Department of Labor and Industry, Erik Oelker, Catherine M. Peterson and Jacqueline Rogers.



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**Part 1.**

**ORIGINS OF THE  
PREVAILING WAGE CONCEPT**

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# ORIGINS OF THE PREVAILING WAGE CONCEPT

**P**ublic works laws in the United States originated at the state level with Kansas in 1891. Kansas' legislation focused on closing loopholes in the state's eight-hour law by prohibiting contractors from scaling down wages along with hours when a shorter workday was mandated. Similar work-hour or fair labor standards laws followed in New York (1897), Idaho (1911), Arizona (1912), New Jersey (1913), Massachusetts (1914), and Nebraska (1923). Primarily, these laws mandated regular payment schedules and the payment of wages in cash and in full.

Even though the concept of "prevailing wage" was not at the core of early public works laws, local rates were often discussed. For example, Kansas' law required that "not less than the current rate of per diem wages in the locality where the work is performed shall be paid to laborers, workmen, mechanics, and other persons so employed by or on behalf of the State of Kansas."

Similar language in the legislation of other states established precedents for future prevailing wage action.

Foreign laws also provided a foundation. Prevailing wage laws have been in effect in England since 1891, in France since 1899, and in Canada since 1900.

## The Federal Davis-Bacon Act

Although the first federal hearings for maintaining local labor standards on construction were held in 1889, no legislation resulted. The watershed year for development of federal prevailing wage laws is considered to be 1927, when New York Congressman Robert L. Bacon introduced a bill requiring contractors on federal projects to comply with state laws regulating wages of employees. Bacon was concerned because construction contractors were bringing nonunion minority laborers from Alabama into New York and paying them at rates lower than those that prevailed locally. In hearings, Bacon stated that the federal government should "comply with the local standards of wages and labor prevailing in the locality where the building construction is to take place."

The 1927 bill failed, but legislation continued to be introduced in subsequent years. In total, 14 bills were introduced from 1927 to the enactment of the Davis-Bacon Act in 1931.

The Great Depression, with its economic upheavals, provided a final turning point for prevailing wage legislation. Congress and the Hoover Administration, attempting to stabilize the economy, created massive construction programs that amplified prevailing wage concerns. Contractors eager for business were perceived to be exploiting the poor job market by hiring employees willing to work at any wage.

In reaction, a joint committee from the Labor, War, and Treasury departments drafted a proposal calling for the prevailing wage to be applied to federal contracts for construction of public buildings. Identical bills were introduced in the 71st

Congress by Sen. James J. Davis of Pennsylvania and Cong. Bacon. The intent of the new legislation was to protect local wage scales from the consequences of low-bid competition.

Senate and House debates and hearings treated the nationwide unemployment situation as an emergency and rules were suspended for the bill. Even with its "crisis status," the legislation proved controversial.

Evidence presented during debate suggested that the practice of using nonlocal labor for federal projects was not widespread. For 26 Treasury Department projects employing 1,724 workers, only 368 workers (21 percent) were found to have been from outside the project areas. Outside workers were commonly employed on projects in such cities as Boise, Idaho, Fargo, N.D., and Juneau, Alaska, where large supplies of construction labor were not available.

Further, it was suggested that more than local employment was at stake. Cong. Thomas L. Blanton of Texas commented, "If this bill were not demanded by organized labor, it would not have a chance of passage in this House under suspension of the rules."

Most contractor organizations opposed the original legislation. As a compromise, the Associated General Contractors of America were in favor of a modified bill that would have allowed wage rates to be determined in advance by the governmental department contracting for the work.

Despite disagreements, the prevailing wage bill was passed and enacted into law as the Davis-Bacon Act (Public Law 71-798) on March 3, 1931.

The original act was brief and vague, in an attempt to match the wording of existing state laws that were generally not controversial in application. It contained two general requirements: that a provision for prevailing rates be included in contracts for constructing public buildings and that the level of individual rates be post-determined by the secretary of labor only after disputes arose.

Dissatisfaction with the 1931 act arose almost immediately, centering around the post-determination of prevailing wages and the lack of effective enforcement mechanisms. After hearings on the issue in early 1932, Congress passed Senate Bill 3847, an amendment to the act. This amendment called for the secretary of labor to predetermine prevailing wages, made provisions for stronger enforcement, including fines, and authorized the comptroller general to deduct amounts from any sum due to defaulting contractors to reimburse workers the amounts due to them. The bill was vetoed by President Hoover.

A 1933 racketeering investigation by the Senate Committee on Commerce and hearings by the Senate Subcommittee on Education and Labor uncovered methods used by some contractors to avoid paying prevailing rates. The disclosures led to the Copeland (Anti-Kickback) and False Statements acts of 1934. The hearings also provided an impetus for resurrecting the 1932 Davis-Bacon Act amendments. Somewhat modified, the amendments were reported out in 1935. The Roosevelt Administration, with new views on the role of government in labor relations, approved the amendments. They passed both houses of Congress without debate or roll-call and were signed into law by the President on Aug. 30, 1935.

The 1935 amendments substituted for the 1931 act. The major changes included: (1) the predetermination and posting of wages; (2) modifications to include “public buildings or public works” in order to cover levees, dams, and other heavy construction projects; (3) extensions to cover painting and decorating as part of “construction, alteration, or repair”; (4) a reduction of the contract threshold from \$5,000 to \$2,000 to accommodate smaller painting and decorating contracts; (5) a requirement that payments to workers be made weekly and in full; and (6) several enforcement measures, including contract terminations, debarment, and employee recovery rights.

The Davis-Bacon Act has been amended four times since 1935. References to Alaska and Hawaii that were included in 1940 were deleted in 1960 when they achieved statehood. A 1941 amendment clarified that the act applied to contracts awarded by methods other than advertising for proposals (that is, negotiated contracts). The act was last amended in 1964 to include amounts for fringe benefits such as medical insurance, pensions, vacation and holiday pay, and funding for training. Since 1964, the Davis-Bacon Act has not been altered, although legislation has been drafted consistently to amend or repeal it.

The Davis-Bacon Act, as amended, is presented in Appendix A of this report. The methods and practices used by the federal government for administering prevailing wage legislation and determining rates are described in Part 7, “Wage Rate Comparisons,” of this report.

## **State “Little Davis-Bacon” acts**

Most legislative activity concerning prevailing wages at the state level occurred in the first years following the federal Davis-Bacon Act. By 1973, 41 states had prevailing wage statutes to cover state-funded projects. Kentucky enacted the most recent legislation in 1982.

Currently, 32 states have prevailing wage legislation (Table 1). Nine states, including three that border Minnesota -- Iowa and the Dakotas -- have never had prevailing wage legislation. Since 1979, Alabama, Arizona, Colorado, Florida, Idaho, Kansas, Louisiana, New Hampshire and Utah have repealed their laws.

Each year sees efforts in several states to enact or repeal prevailing wage legislation. In 1988, efforts to repeal failed in Indiana, Massachusetts, and Oklahoma, and efforts to reenact failed in Kansas. In 1989, efforts to repeal failed in six states and efforts to enact failed in three. In many cases, administration and enforcement procedures have been amended.

Prevailing wage laws in a few states cover other employees in addition to construction workers, but most laws are exclusive to public works construction and are referred to as “Little Davis-Bacon” acts.

## **Statutory provisions**

The restrictiveness of prevailing wage laws varies considerably from state to state. Little consistency among the laws makes comparisons difficult. Some laws exclude highway projects while others include local government contracts or

**Table 1. Prevailing wage laws, by state**

	<b>Enacted</b>	<b>Repealed</b>		<b>Enacted</b>	<b>Repealed</b>
Alabama	1969	1981	Missouri	1957	
Alaska	1931		Montana	1931	
Arizona	1912	1984	Nebraska	1923	
Arkansas	1955		Nevada	1937	
California	1931		New Hampshire	1941	1985
Colorado	1933	1985	New Jersey	1913	
Connecticut	1935		New Mexico	1937	
Delaware	1962		New York	1897	
Florida	1933	1979	North Carolina	None	
Georgia	None		North Dakota	None	
Hawaii	1955		Ohio	1931	
Idaho	1911	1985	Oklahoma	1965	
Illinois	1931		Oregon	1959	
Indiana	1935		Pennsylvania	1961	
Iowa	None		Rhode Island	1935	
Kansas	1891	1987	South Carolina	None	
Kentucky	1982		South Dakota	None	
Louisiana	1968	1988	Tennessee	1953	
Maine	1933		Texas	1933	
Maryland	1945		Utah	1933	1981
Massachusetts	1914		Vermont	None	
Michigan	1965		Virginia	None	
Minnesota	1973		Washington	1945	
Mississippi	None		West Virginia	1933	
			Wisconsin	1931	
			Wyoming	1967	

**Table 2. Special exclusions and inclusions in state laws**

	<b>Exclusions</b>	<b>Inclusions</b>
Alaska		Local government
Arkansas	Highways, schools, some heavy	
California	Irrigation, public utilities	Janitors, leases, local govt.
Connecticut	Highways	Local government
Delaware	Local government	
Hawaii		Local government
Illinois		
Indiana		Local govt., public utilities
Kentucky	Schools, local govt. (unless 50% state funds)	Teamsters
Maine	Local government	
Maryland	Local govt. (unless 50% state funds), schools (unless 75%)	
Massachusetts		Truck rental, moving, janitors, public employees, etc.
Michigan	Local government	School boards
Minnesota	Local government	Truck rentals, financial aid for economic development
Missouri	Drainage, levees	Local government
Montana		Local government
Nebraska	Highways	
Nevada		Truck rentals, public utilities
New Jersey		Econ. Dev. Corp. & Urban Corp.
New Mexico		Local government
New York		Serving labor, seamen, public employees, etc., local govt.
Ohio		Local government
Oklahoma	Highways	
Oregon		Local government
Pennsylvania	Maintenance	Local government
Rhode Island		Teamsters, truck rentals
Tennessee		
Texas		Local government
Washington		Facilities built for lease by state
West Virginia		Local government
Wisconsin		Teamsters, truck rentals
Wyoming	Local government	

### Table 3. Contract threshold amounts in state laws

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Alaska	\$ 2,000
Arkansas	75,000
California	1,000
Connecticut	200,000 - new construction, 50,000 - remodeling
Delaware	5,000
Hawaii	2,000
Illinois	0
Indiana	0
Kentucky	338,415 FY 1991 - (tied to CPI)
Maine	10,000
Maryland	500,000
Massachusetts	0
Michigan	0
Minnesota*	2,500 - single trade, 25,000 - multiple trades, 100,000 - financial assistance for new housing construction
Missouri	25,000
Montana	0
Nebraska	0
Nevada	100,000
New Jersey	2,000
New Mexico	20,000
New York	0, 1,500 - building service contracts
Ohio	4,000
Oklahoma	600,000
Oregon	10,000
Pennsylvania	25,000
Rhode Island	1,000
Tennessee	50,000
Texas	0
Washington	17,500
West Virginia	25,000
Wisconsin*	10,000 - single trade, 100,000 - multiple trades
Wyoming	25,000

\*Except highway contracts.

## Table 4. State methods to determine prevailing rates

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Alaska	Majority or average
Arkansas	Majority or average
California	Collectively bargained, Davis-Bacon, mode
Connecticut	Davis-Bacon
Delaware	Average of top 50% + 1
Hawaii	30% or average (cannot be less than Davis-Bacon)
Illinois	Awarding agency sets rates
Indiana	Awarding agency establishes 3-person committees to set rates
Kentucky	Majority or average
Maine	Median rate in annual survey, no fringes
Maryland	40% or average
Massachusetts	Collectively bargained rate
Michigan	Collectively bargained rate
Minnesota	Mode
Missouri	Mode by hours worked
Montana	Unspecified
Nebraska	No predetermination
Nevada	Unspecified
New Jersey	Collectively bargained rate
New Mexico	30% or average
New York	Collectively bargained rate
Ohio	Collectively bargained rate
Oklahoma	30% or average
Oregon	Collectively bargained rate
Pennsylvania	Collectively bargained rate
Rhode Island	Davis-Bacon
Tennessee	Mean plus or minus 6%; no fringes included
Texas	Set by awarding agency
Washington	Majority or average
West Virginia	Majority, then unspecified
Wisconsin	Mode, except local highway set by locals
Wyoming	30% or average

facilities built for lease to state agencies. Table 2 gives an example of exclusions and inclusions in the state laws.

While eight states apply their prevailing wage laws to all projects, most states exclude smaller projects from the requirements, with varying threshold amounts -- from \$1,000 in California and Rhode Island to \$600,000 in Oklahoma (Table 3). Several states, including Minnesota, have separate threshold amounts for different types of projects.

### **Methods for determining rates**

The methods used to establish the level of prevailing rates also vary from state to state (Table 4). For the most part, states can be divided into the following categories: (1) those that specify union rates, such as Massachusetts; (2) those that use a formula similar to that used to administer the Davis-Bacon Act, such as Arkansas ; (3) those that adopt the Davis-Bacon rates, such as Rhode Island; and (4) those that survey local rates and use a statistical measure of central tendency, either mean, median or mode, such as Minnesota.

Many public works projects involve funding from both federal and state sources. In those cases where one act or the other does not take precedence, the higher rate mandated by the laws in each category applies and the contractor must satisfy the administrative and reporting requirements of both governments.

### **Enforcement**

Enforcement provisions among the states run the gamut from no enforcement to substantial fines, possible debarment or felony convictions. In some states, the public agencies awarding contracts, as well as the contractors, can be held liable.

Compliance provisions are sometimes spelled out in the statutes, but often are found only in the state's regulatory manuals or labor department operating procedures. Often, in practice, states do not have the capability or capacity to carry out the enforcement provisions.

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**Part 2.**

**MINNESOTA'S  
PREVAILING WAGE LAW**

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# MINNESOTA'S PREVAILING WAGE LAW

**W**hen Minnesota's prevailing wage law was enacted in 1973, there was little debate on the bill. It passed the Senate unanimously and the House on an 84-39 vote. Discussion was traditionally split: Organized labor argued for the protection of workers' wages and territory, while the opposition pointed to the increased cost to taxpayers. A major point of discussion was whether the bill applied to municipalities; the authors and the bill's advocates said that municipal projects were excluded.

The University of Minnesota's award of a building construction contract to a Wisconsin contractor precipitated passage of the bill. The selected contractor underbid local contractors by paying out-of-state laborers lower wages than were "normal" in the Twin Cities.

## Amendments

Since passage of the original legislation, Minnesota's law has been amended by the legislature three times:

In 1975, the Department of Labor and Industry became the agency setting prevailing wages for all state building projects, instead of just highway projects. Earlier, the contracting agency responsible for the building project had determined prevailing wages. The definition of "project" was clarified by including the phrase "financed in whole or part by state funds." Previous language had not specified funding sources on public building projects.

In 1976, provisions were added for reconsideration of certified rates by the commissioner of labor and industry and for potential public hearings on rate determinations under the Administrative Procedures Act.

In 1990, the law was extended to economic development projects given financial assistance from state funds. As defined in M. S. 116J.871, "financial assistance" includes grants awarded for economic development purposes if a single business receives \$200,000 or more of the grant proceeds; a loan, loan guaranty, or loan purchase if a single business receives \$500,000 or more of loan proceeds; or a sales tax reduction, credit, or abatement granted for economic development reasons to a geographic area smaller than the entire state. The new law excludes rehabilitation of existing housing or new housing construction in which total financial assistance at a single project is less than \$100,000. It also indicates that state aid to local governments and property tax credits are not considered financial assistance.

## Statutory provisions

The prevailing wage law -- M.S. 177.41 - .44 -- includes a policy statement, definition of relevant terms, provisions for determining, administering, and enforcing prevailing wage rates for state building and highway contracts, and penalty provisions for violations. The law is reproduced in Appendix B of this report.

## **Contracts for state building projects**

The prevailing wage law applies to any state-funded, non-highway construction contract of at least \$2,500 for single-trade projects and \$25,000 for multi-trade projects.

Before the state asks for bids, the Department of Labor and Industry is required to “investigate as necessary” to determine “prevailing wage rates, prevailing hours of labor, and hourly basic rates of pay for all trades and occupations required in any project.”

Contracts are required to specifically state the prevailing wage rates, hours of labor, and hourly basic rates of pay. The rates must be posted on job sites.

The Department of Labor and Industry is responsible for enforcing prevailing wage rates on non-highway construction projects. A misdemeanor penalty is provided for noncompliance.

## **Highway contracts**

Prevailing wage provisions regarding highway construction contracts differ from non-highway contract provisions in the following ways:

- All highway construction projects are covered by the prevailing wage law. There is no contract threshold amount.
- Rates for highway construction projects must be certified at least once a year. The Department of Labor and Industry must conduct investigations and hold public hearings to define classes of labor and determine prevailing wage rates for workers employed in highway construction projects.
- Future rates must be certified, if they can be determined.
- The Department of Transportation is responsible for enforcing prevailing wage rates on highway projects.
- Penalty provisions are different. Part 6, “Enforcement of Minnesota’s Prevailing Wage Law,” of this report presents details on the specific penalty provisions.

## **Local governments**

Minneapolis, St. Paul, and Duluth have prevailing wage ordinances. According to the League of Minnesota Cities, larger cities, especially those in the Twin Cities area, are likely to have prevailing wage ordinances. M.S. 471.345, Subd. 7, enables counties to accept prevailing wage provisions. Anoka, Hennepin, Ramsey, St. Louis, and Washington counties have adopted resolutions on prevailing wage.

Other political subdivisions, such as the University of Minnesota and the Minneapolis School District, have adopted prevailing wage provisions. Specific projects in the Anoka-Hennepin School District have required the payment of prevailing wages.

Political subdivisions generally use state or federal wage determinations. For example, Minneapolis uses federal wage rates and Hennepin County uses either “the most recent state survey, or federal survey if required.”

### **State-aid projects**

In 1988, a Minnesota attorney general’s opinion stated that prevailing wage statutes (M.S. 177.41 - .43) apply to municipal state-aid funds. Municipal state-aid street funds and county state-aid highway funds were specifically mentioned.

In April 1990, a Department of Transportation notice to county and municipal officials stated that state-aid funds would not be provided for projects that did not include provisions for the payment of prevailing wages. The opinion was challenged in court and is pending (*Faribault County, Rock County, City of Mankato, L&D Trucking, Women’s Business Enterprise v. Minnesota Department of Transportation & Leonard W. Levine, Commissioner of Transportation*).

Ramsey County District Court issued a preliminary injunction against requiring prevailing rates on state-aid projects on Nov. 1, 1990. A decision from the ensuing trial had not been rendered at the time of this report’s publication.

### **Legislative audit**

Accusations that the Prevailing Wage Division of the Department of Labor and Industry accepted fraudulent documents and “was sloppy and lax in monitoring the prevailing wage act” led to a study by the Legislative Auditor’s Office. Completed in July 1979, the study report said that “for some Minnesota counties, [the division] and the U.S. Department of Labor have published wage rates higher than those that would have been comparable to wages paid for similar work in the community as a whole.”

The auditor’s office found no fraud, but did state that the director of the Prevailing Wage Division had relied too heavily on AFL-CIO rates from collective bargaining agreements to set prevailing wages for certain counties. The audit report did not suggest changes in statute or in rules and regulations.

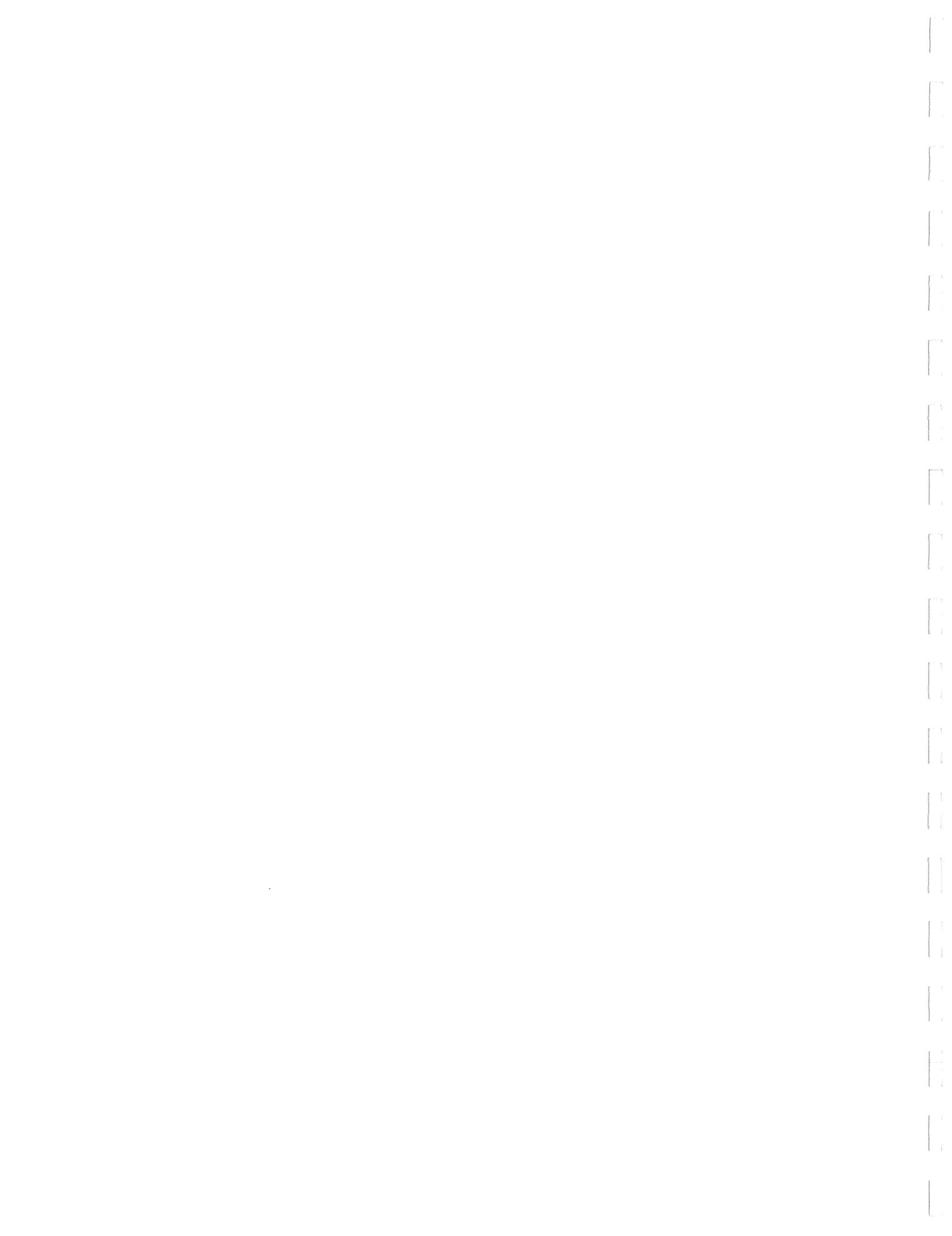


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**Part 3.**

**STAKEHOLDERS  
AND THEIR CONCERNS**

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# STAKEHOLDERS AND THEIR CONCERNS

**W**hile examining the current administration of Minnesota's prevailing wage law, the Management Analysis Division project team spoke with a variety of stakeholder groups. Interviews were conducted with Minnesota state legislators, Department of Labor and Industry personnel, the Legislative Commission to Review Administrative Rules, spokespersons from several labor organizations and contractor associations, local government agents, economic development groups, and state contracting agency officials.

Key points and concerns tended to differ among stakeholders, but all of them held strong opinions of the prevailing wage system. This section outlines the major issues discussed by each group. Specific comments and suggestions are presented throughout the report.

## Minnesota Legislature

To understand the legislative issues associated with the prevailing wage system, the project team spoke with chairs and senior legislators of the relevant committees, and staff of the Legislative Commission to Review Administrative Rules. The commission, a joint legislative group of five House and five Senate members, is charged with reviewing administrative rules and suggesting revisions. It has the power to suspend administrative rules for up to one year and may recommend a rule's repeal to the full legislature. The commission has traditionally reviewed administrative rules only after a legislator notifies the commission of a complaint.

Some legislators held that the prevailing wage law benefits the economy by protecting Minnesota jobs and workers, and that it is necessary to provide a "level playing field" for the bidding process.

Opponents argued that prevailing wage policy is inflationary and that the costs associated with its benefits are unknown. They said that labor unions unjustly influence the Department of Labor and Industry and the legislature.

Several legislators noted that prevailing wage arguments transcend political ideology, often being motivated by suburban and rural vs. central city differences rather than by party affiliation.

Most legislators said that stricter penalties are necessary for violations and that enforcement roles should be formalized in rules and statutes.

Some argued that Labor and Industry's current determination methodology is problematic, pointing to the variations in wage rates between counties. Some legislators suggested the use of an alternative calculation method, such as a weighted average.

Many said that a history of poor communication exists between Labor and Industry and the various prevailing wage stakeholder groups, due to past misunderstandings.

## **Department of Labor and Industry**

Department of Labor and Industry Labor Standards Division staff and a representative assigned to the department from the Attorney General's Office characterized prevailing wage as an enlightened policy that provides an equal opportunity for bidders and fair wages for employees.

Labor Standards staff and the representative from the Attorney General's Office said they would like to develop a clear rules package, one that clarifies enforcement responsibilities. At this time, no on-site investigations are made, formal provisions for withholding funds do not exist, and confidentiality remains an issue for workers reporting violations. It was expressed in the interviews that these concerns could be resolved through rule making and staff increases.

Labor Standards staff said that their operations are satisfactory, but that they could benefit from upgraded computer software and hardware. They also suggested methods for streamlining the certification process, such as using employee code numbers and group certification.

Labor and Industry staff said that communication must improve among all interested parties. It was stated that many contractors do not clearly understand prevailing wage rules and that effective enforcement would require interagency involvement. The establishment of a consortium was proposed.

## **Labor organizations**

To better understand labor organizations' attitudes toward prevailing wage, the project team spoke with representatives from the AFL-CIO, the Teamsters, and the Christian Labor Association.

The American Federation of Labor - Congress of Industrial Organizations, or AFL-CIO, represents a variety of workers. For this study, Management Analysis was interested in three AFL-CIO organizations: the Laborers' District Council of Minnesota and North Dakota, the International Union of Operating Engineers, and the Minnesota State Building and Construction Trades Council.

- The Laborers' District Council of Minnesota and North Dakota is an AFL-CIO affiliate with approximately 8,000 members in 12 union locals. Classifications such as unskilled laborer, bituminous worker, chainsaw operator, underground laborer, pipelayer, tunnel miner, and flagperson are represented by this organization.
- The International Union of Operating Engineers covers such classifications as crane operator, master mechanic, scraper operator, hoist engineer, welder, air compressor operator, and greaser. Minnesota operating engineers are represented by Union Local 49.
- The Minnesota State Building and Construction Trades Council is an AFL-CIO affiliate representing 48,000 to 52,000 highway/heavy and commercial construction workers. The organization covers skilled workers, such as carpenters, ironworkers, and bricklayers, as well as unskilled workers.

The Teamsters Union also represents a wide variety of workers. Truck driver and hauler classifications affected by the prevailing wage law are represented in Minnesota by Teamsters Joint Council No. 32 and its affiliated union locals. Local 221 (construction building material) represents highway/heavy construction drivers. Commercial construction drivers are represented by Local 346 (general drivers, warehousemen helpers and inside employees).

In general, AFL-CIO and Teamster representatives said that prevailing wage policy has a positive effect on the state's economy. They argue that it enhances economic stability in the construction industry and secures liveable wages for workers. They also said that the policy limits the number of irresponsible contractors and ensures quality work by skilled employees.

The AFL-CIO and Teamsters indicated a concern with prevailing wage enforcement. Current enforcement language was referred to as vague and occasionally contradictory, and violation investigations were seen as prolonged. Some suggested bi-weekly payroll review as an enforcement mechanism. Others said that enforcement responsibility should be consolidated in one agency. Everyone interviewed said that quality enforcement requires additional Labor Standards Division staff.

AFL-CIO and Teamster representatives stated that many employees do not report violations for fear of losing their jobs. It was remarked that confidentiality issues should be addressed along with enforcement concerns. For the most part, the AFL-CIO and the Teamsters support Labor and Industry's determination methodology. Some of those interviewed, however, said that certifications should be made by group and that on-site visits should replace mail-in surveys. Others argued that reports are not timely, information is often outdated, and the scope of data collection is too narrow.

The Christian Labor Association, established in 1931, is a national organization created upon "Christian social issues." According to its members, their labor union differs from the AFL-CIO in its orientation toward collective bargaining. The association views the negotiating parties as having a common goal rather than adversarial positions. In addition, the association's agreements are for minimum hourly rates and contractors may pay employees more (for instance, compensation for experience). In Minnesota, 700 to 900 highway/heavy construction and building trades workers are represented by the organization.

Christian Labor Association representatives said they support the concept of prevailing wage because it ensures higher wages for their members. They noted, however, that this is at a cost to the state. With this in mind, they characterized the policy as inflationary and unfair to taxpayers.

Association representatives said they strongly believe that Minnesota's administration of the prevailing wage law is heavily influenced by larger unions. They said that association rates rarely prevail, even in counties where association members perform a majority of the work.

Association representatives noted problems in collecting data from rural contractors, who, they said, are less familiar with prevailing wage policy and hesitant to supply information to "the government." They added that receiving both federal and state surveys for the same type of information may be confusing and can bias the determination process.

## Contractors

In addition to individual contractors and truck brokers, the project team interviewed spokespersons from Associated Builders and Contractors, Inc., and the Associated General Contractors of Minnesota.

Truck brokers do not own trucks but make arrangements between contractors and independent truck owners. In effect, they locate work for independent truck owners and guarantee services to contractors. Independent truck owners function as independent contractors, owning and operating tractors, cabs, and/or trailers.

Associated Builders and Contractors is a national organization with 79 autonomous chapters. Minnesota's chapter has 274 members, representing both small and large contractors. About 30 percent of Minnesota's membership is represented by the Christian Labor Association. The remaining members are not associated with a union.

The Associated General Contractors of Minnesota is a statewide organization composed of general contractors, subcontractors and affiliates in commercial, heavy, highway, and industrial construction. Its 410 members receive 60 to 70 percent of all construction dollars spent in the state. Approximately 75 percent of the group's membership is unionized. The Associated General Contractors of Minnesota is part of a national organization with 120 chapters.

In general, nonunion contractors said that prevailing wage legislation is not necessary and is an inflationary tool of organized labor, one that increases construction costs without commensurate benefits. They said the law imposes union work rules on nonunion employers, restricts competition, and impedes the hiring of youth, minorities, and women. Further, they contended that the law establishes reporting requirements that are time consuming and confusing to contractors.

Some nonunion contractors maintained that prevailing wage rates upset local economies because they are inaccurate. They claimed that the wage determination information used by the Department of Labor and Industry is not representative because not all eligible contractors receive wage surveys and because survey data is rarely verified.

Unionized contractors said that the prevailing wage law provides a "level playing field," promotes competition, provides minimum standards for workers, and raises the levels of compensation to fair amounts. They said the prevailing wage law is necessary to protect Minnesota workers, because wage rates are lower in other states.

Both union and nonunion contractors said that the prevailing wage statute is vague and that its terms are not well defined. In particular, they pointed to inadequately specified enforcement responsibilities.

All contractors and contractor groups cited poor communication as a cause of many problems and misunderstandings. It was proposed that communication improve among all prevailing wage stakeholders and that the Department of Labor and Industry be more open to input.

## **Local government agencies**

To gain local government's perspective, the project team spoke with representatives from the City of Minneapolis, Hennepin County, the League of Minnesota Cities, and the Association of Minnesota Counties. The League of Minnesota Cities represents communities throughout the state and acts as a spokesperson for their concerns. Approximately 795 cities are members, including Minneapolis, St. Paul, Duluth, and Rochester.

The Association of Minnesota Counties was established so that local governments could respond to state issues as a unified whole. All counties except Dakota are represented in the organization.

Local government representatives were most concerned with the application of the prevailing wage law to state-aid dollars, arguing that municipal construction costs would increase.

Local governments using the state's prevailing wage rates reported that information from the Department of Labor and Industry is often confusing, issued determinations of prevailing wage rates are frequently wrong, and the correction of mistakes is time consuming. In addition, problems have surfaced around some technical definitions, such as those for overtime and apprenticeship.

## **Economic development groups**

Representatives were interviewed from the Minnesota Housing Finance Agency, the National Association of Housing Redevelopment Officials, and the Minnesota Department of Trade and Economic Development.

The Minnesota Housing Finance Agency has developed a variety of housing assistance programs for low- and moderate-income residents. The programs are funded primarily through the sale of tax-exempt bonds.

The National Association of Housing and Redevelopment Officials is an organization of public agencies that provide low-income housing, community development, and downtown renovation services.

The Minnesota Department of Trade and Economic Development has been active in financing infrastructure needs, such as sewers, water treatment plants and fire stations, as well as housing rehabilitations.

In general, economic development groups argued that a broad definition of "financial assistance," as it applies to the prevailing wage law, would raise economic development costs to prohibitive levels. They held that the application of the prevailing wage law to every project would negatively affect low-income housing funding and lead to the suspension of many programs, such as those dealing with weatherization.

The concerns of these groups were addressed in the 1990 legislation that excluded rehabilitation projects and new-housing projects costing less than \$100,000.

## **State contracting agencies**

A number of state agencies are involved with commercial and/or highway/heavy construction contracting (for example, public buildings, roads, shelters, and water treatment facilities). In its examination of the prevailing wage system, Management Analysis interviewed representatives from the departments of Military Affairs, Natural Resources, Administration, and Transportation, the University of Minnesota, and the State University System.

Among these agencies, there was consensus in two areas. First, there was a belief that poor communication exists between the Department of Labor and Industry and the various contracting agencies. Second, representatives stated that prevailing wage rules and statutes do not adequately define all necessary concepts and do not clearly delineate enforcement responsibilities.

Contracting agencies not routinely involved with the prevailing wage system said that the Department of Labor and Industry adequately administers the law. Those dealing with it on a regular basis, however, were more critical. It was argued that distributed rates are often outdated and that current determination methodologies are biased toward union data. Interviews revealed that problems tended to be concentrated in rural Minnesota, where contractors and workers are less familiar with the policy and its requirements.

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**Part 4.**

**INTENT OF THE  
PREVAILING WAGE LAW**

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# INTENT OF THE PREVAILING WAGE LAW

The prevailing wage law includes a policy statement that provides a foundation for the law's other provisions:

It is in the public interest that public buildings and other public works be constructed and maintained by the best means and highest quality of labor reasonably available and that persons working on public works be compensated according to the real value of the services they perform. It is therefore the policy of this state that wages of laborers, workers, and mechanics on projects financed in whole or part by state funds should be comparable to wages paid for similar work in the community as a whole (M.S. 177.41).

In interviews, the project team asked stakeholders to state their perceptions about the purpose of the prevailing wage law. The variety of responses can be grouped into five broad categories:

- 1. To provide a fair wage to Minnesota workers** The most common response was that the purpose of the prevailing wage law is to provide a fair wage to construction workers on state projects, preventing the state from using wages as a variable to reduce project costs. This group of stakeholders said that a contractor's need to hold down costs, while always present, becomes reinforced when coupled with the requirement to make the lowest bid. These stakeholders said that the state, as a public body working for the good of all its citizens, has to establish a fair wage to eliminate any temptation to lower construction project costs at the expense of its workers.
- 2. To ensure a "level playing field" in the bidding process** A second group of stakeholders said that the purpose of the prevailing wage law is to "level the playing field" for contractors bidding on state projects. When the state lets contracts on public projects, it must accept the lowest legitimate bid offered by a contractor. According to this group, the low-bid requirement holds down project costs while firm wages ensure equal labor costs for all contractors.
- 3. To protect local workers and contractors** A third group said that the law's purpose is to provide economic protection for local workers and contractors, making the law a "buy-local" statute. They viewed the law as an attempt to ensure that non-local contractors cannot use a lower wage rate to underbid local contractors, because if local workers are employed, the local economy benefits. They said that local workers spend their wages in the community, pay sales taxes on purchased goods, and pay property taxes on homes and apartments, and that non-local workers tend to spend their wages outside the community, benefiting different economies and disrupting local economies.
- 4. To draw more experienced workers** The purpose of the prevailing wage law, according to a fourth group, is to draw more experienced workers who are better trained and more productive. This assumption, they said, is consistent with the statute's policy statement that public buildings and works be constructed by the best means and highest quality of labor reasonably available and that persons

working on public works should be compensated according to the real value of the services they perform.

- 5. To create a positive economic factor** The last concept is that the purpose of the prevailing wage law is to create higher incomes that generate greater state tax revenues to reduce social service costs. These stakeholders said that the payment of fringe benefits and the establishment of insurance and pension programs by labor organizations or contractors aid the state in containing its social service costs.

## **Discussion**

These stakeholder responses regarding the purpose of the prevailing wage law demonstrate a variety of interpretations, depending on each person's perspective. Many interviewees ascribed intent beyond that offered by a literal reading of the statute. Most of them responded as though the prevailing wage was synonymous with union wages, even though the statute does not specifically call for union labor or collective bargaining contract rates on state projects.

For the most part, stakeholders described the intent of the law in terms that are only indirectly, if at all, achieved. The effect of Minnesota's law is to remove wages as a variable for reducing the cost of a project, allowing all contractors -- including union and nonunion contractors -- to bid on state projects. The prevailing wage law does not necessarily operate as a "buy-local" law, because it does not give preference to local labor or contractors. It does not require or ensure the hiring of high quality, experienced workers for state projects. It is not intended to increase tax revenues by increasing local wage scales, nor does it require the provision of fringe benefits to reduce social service costs.

## **Conclusion**

The intent of the prevailing wage law is not clearly understood by individuals working closely with it. Many of their interpretations of the law's purpose and goals reveal a great deal of misunderstanding. The current language provides a vague outline of intent that fosters a variety of interpretations. The lack of a clear statement of intent can create difficulties in administering a law.

## **Recommendation**

**The intent of the prevailing wage law should be made clearer in the statute.**

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**Part 5.**

**DETERMINATION OF  
PREVAILING WAGE RATES**

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# DETERMINATION OF PREVAILING WAGE RATES

This part of the report describes the current structure and methods used to determine prevailing wage rates for state-funded construction projects. It also includes stakeholders' comments and concerns regarding the process, and conclusions and recommendations for making improvements.

## Administration of the law

Minnesota's Little Davis-Bacon Act assigns primary responsibility for implementation of the law to the Department of Labor and Industry. Sections 177.43 and .44 of the law -- dealing first with contracts for state projects other than highway construction, and then with highway contracts -- gives the department authority for determining wage rates.

Three provisions within the law are left to interpretation by the governing agency. They are (1) prevailing hours of labor, with a maximum of eight hours per day and 40 hours per week, (2) job classifications of employees, and (3) prevailing wage rates.

Procedures for prevailing wage determinations are contained in Minnesota Rules 1987, Parts 5200.1000 to 5200.1120 (reproduced in Appendix C of this report). The Department of Labor and Industry has sole authority for promulgating rules relating to Minnesota's prevailing wage law.

Within Labor and Industry, the Labor Standards Division is responsible for the administration of prevailing wage legislation.

The major duties of the division are to:

1. regulate and enforce laws and employment standards that affect employees and employers in the state;
2. hold informal conferences for contested orders and help resolve disputed wage issues according to applicable laws;
3. provide the public with education, information and consultative services;
4. initiate inspections of firms or investigate complaints to determine compliance with the law;
5. test, evaluate, and license fee employment agencies, managers, and counselors; and,
6. certify prevailing wage rates for Minnesota's 87 counties.

Within the division of 14 staff, 2.5 full-time positions are dedicated to prevailing wage administration. Two senior investigators spend approximately 75 percent of their time surveying and certifying wage rates and 25 percent investigating

complaints to determine compliance with the law. One support staff member spends approximately half-time working on prevailing wage certification and half-time on other responsibilities in the division.

The Labor Standards Division certifies wage rates for two major categories of construction: commercial construction -- defined in Rule 5200.1010 as all building construction projects exclusive of residential construction -- and highway and heavy construction -- all projects for the construction or maintenance of highways or other public works, including roads, highways, streets, airport runways, bridges, power plants, dams and utilities.

Highway and heavy construction wage rates are certified annually and commercial construction biannually for 82 job classifications in all 87 counties. Although not all job classifications are represented in each county for both types of construction, the division is conceivably responsible for certifying as many as 21,402 wage rates per year.

In addition to determining wage rates, the division is also responsible for certifying rental rates for trucks used on highway projects. The statute requires the department to set a minimum compensation rate for the equipment costs of drivers who own and operate trucks on contract work.

### **Master job classification list**

Prior to 1980, there were approximately 200 construction job classifications on the master job classification list for which the Labor Standards Division certifies prevailing wage rates. In 1980, classifications no longer being used by contractors were deleted from the list.

Today there are 82 job classifications divided into four major categories: laborer (9 classifications), power equipment operator (38), truck driver (9) and special crafts (26).

Apprentices working on state projects are not subject to the prevailing wage rate determinations. Their wages are established by the particular apprenticeship program. An apprentice must, however, be in a program registered with the U.S. Department of Labor or with a state apprenticeship agency in order to be paid less than the certified prevailing wage rate on a state project.

### **List modifications**

According to division staff, labor classifications on the list are traditional occupations in common use in the construction industry. The department's rules allow new classifications to be added if they are in general use in the area being surveyed.

In determining particular classes of labor, the department considers work classifications contained in collective bargaining agreements, apprenticeship agreements on file with the department, and customs and usage applicable to the construction industry.

When the division receives sufficient requests to add a separate and distinct class

of labor to the master job classification list, the department goes through the rule-making process. Since 1980, the division has determined new classes of labor for communications systems and asbestos abatement workers.

It is unclear to the division whether rule making is required in order to add classifications to the master list. The statute regarding highway contracts states that the department “shall conduct investigations and hold public hearings necessary to define classes of laborers and mechanics . . . .” (M.S. 177.44, Subd. 3).

## **Certification process**

Prevailing wage rates are based on data collected in an annual survey conducted by the division. For purposes of surveying and certifying wage rates, the state is separated into three zones. The zones are surveyed at staggered intervals in order to distribute the workload over the year.

Northern counties are surveyed from October to January, central counties from February to May, and southern counties from June to September. A map indicating zone boundaries is included in Appendix D of this report.

Rates are certified by the division once a year for each zone for highway and heavy construction and twice a year for each zone for commercial construction. The second certification for commercial construction includes updated information received by the division after the close of the survey period. Data is collected on an ongoing basis and may be sent to the department at any time.

The rules for issuing certified rates for commercial construction provide for a state agency to request a certification prior to advertising for bids, but only if the Department of Labor and Industry has not issued a certification within the past six months. This allows Labor and Industry certification of rates every six months instead of each time an agency requests one.

Rules also require public hearings “when necessary” for the determination of rates. The hearings are to be held in the county for which rates are being determined and are to be conducted as contested cases by an administrative law judge.

The certification process has eight steps.

**STEP 1. Update contractor mailing list.** The first step the division takes is to update its survey mailing list of construction contractors. The department keeps and maintains a mailing list of government officials, district, county, and city engineers, city clerks, administrators, and zoning officials for each county. At the beginning of a survey period, letters are sent to county and city officials notifying them of the upcoming wage survey and asking for names and addresses of contractors who have performed highway/heavy or commercial construction projects within their county during the past 12 months. The notice to city and county officials is presented in Appendix E of this report.

Approximately 300 local officials are sent letters each year. Currently there are approximately 3,100 contractors on the mailing list of contractors.

**STEP 2. Mail survey forms to contractors and interested parties.** The division sends wage survey reporting forms along with a cover letter to the contractors, contractor organizations, union locals, and union councils within the zone being surveyed. The cover letter requests that all interested parties submit reports of hourly wage rates paid on projects performed during the previous 12 months.

The survey requests information including the employer's name, address and telephone number, project name, city and county, description and date of work performed, whether the project was highway/heavy or commercial, the approximate dollar cost of the project, the employee's full name, labor code, basic hourly wage, hourly cost of all fringe benefits and training funds, total hourly rate, and the name, title, address and telephone number of the person submitting the form. A dated signature is required with a notice stating that willful falsification of any submitted information may result in civil or criminal prosecution. (Appendix F of this report shows a copy of the survey form and cover letter.)

Completed forms must be returned to the division within 33 days to be included in the current survey. The division indicates that about half the forms returned are from contractors, the other half from labor representatives.

**STEP 3. Update collective bargaining contract file.** If the prevailing wage rate for any labor class represents a collectively bargained rate, the department's rules indicate that the comparable current collectively bargained rate for the labor class will be the prevailing wage rate. If the collectively bargained rate will change during the 12 months immediately following the date on which the wage rate is determined, the department must also certify that the rate shall change accordingly on the effective date of the change in the collective bargaining contract. This rule is based on the statutory requirement for highway contracts that certification must also include future hours and rates when they can be determined.

For this reason, the Labor Standards Division surveys union locals requesting the current wage scale, the future wage scales and expiration dates, rates if there are separate wage scales based on project cost or size, a signed copy of the new contract or addenda to previous contracts, and the geographic area covered by the contract. This information is used to update the division's computer file of collective bargaining contract rates.

**STEP 4. Update worker data base.** Completed wage survey forms are reviewed by the division for completeness and validity. Unsigned or incomplete forms received prior to the deadline are returned for more information. The department may use incomplete reports if the person completing the form has provided all the information available.

If a returned form is not back to the department within 15 days, it will not be used in the current wage rate determination process. Late data for commercial projects, though, is saved and used for the six-month update.

Forms reviewed and approved by a senior investigator are given to support staff to be entered into a computerized data base. The employer's name, project description, date work was performed, employee's name, labor code, basic hourly wage, hourly cost of all fringe benefits, total hourly rate and county are entered into the computer system for each employee reported.

Respondents of the survey must use the job codes and classifications from the master job classification list in documenting classes of labor. If other classifications are submitted, they are not included in the data base.

**STEP 5. Delete duplicate records.** When all data for the survey period has been entered into the data base, an alphabetized printout for each county is used by the support staff to identify and delete duplicate employee records.

The department's rules provide that a single employee may not be counted more than once. When a worker performs work on more than one project or in more than one job classification within a county, the worker is counted only once in the class of labor and at the wage rate paid on the most recent project within the time period of the survey.

Deleting duplicate records is based on the person's name and is not automated, because there is no unique code number submitted for each worker in the data base.

**STEP 6. Determine prevailing wage rates.** When all data from the survey has been completed and tabulated, prevailing wage rates are determined. The statute requires that each wage rate determination be based on the actual wage rates paid to the largest number of workers within each labor classification reported in the survey.

A computer program identifies the wage rate of the largest number of workers with identical total hourly rates of pay (the basic hourly wage plus the hourly cost of all fringe benefits) within each labor classification.

Statistically, the calculation used to determine the prevailing wage rate is the mode, or most frequently occurring wage rate. For example, if the data indicates that two bricklayers in a county earned \$22.67 an hour, one earned \$19.40 and one earned \$17.25, the prevailing hourly wage rate would be \$22.67.

If there is an equal number of workers with differing hourly wage rates, the rules declare that the highest rate paid to those workers becomes the prevailing wage rate. For example, if one laborer receives \$14.90 per hour, one receives \$15.35 and another receives \$16.75, the prevailing wage rate is \$16.75 per hour.

Determinations for each county must be based on data from two or more projects that provide information for the major labor classes. If certain job classifications are not represented in a particular county, data from all adjacent counties is used. If a job classification is not represented in an individual county or its adjacent counties, a wage rate is not certified for the job class in that county.

**STEP 7. Update collectively bargained prevailing wage rates.** When the initial determination of prevailing wage rates has been made, a senior investigator uses a printout of the rates to code collective bargaining contract rates with a number that identifies the job class and its associated union local. This code is entered into the computer record and a program is run to update the rates to the current collective bargaining contract rates effective in that area.

**STEP 8. Prepare final reports.** One week before certifications are made, a notice is placed in the State Register indicating where copies of the certified rates may be obtained. Final reports -- the notices that must be posted on the job site of a

prevailing wage project -- are sent to a list of 31 commercial contracting agencies, 11 highway or heavy construction contracting agencies and 36 employer associations and building trades councils that have requested a copy. Individuals may request to be put on this list. Appendix G of this report contains a sample wage determination posting.

The reports indicate the county, type of construction, effective dates, labor classifications, basic rates, fringe rates, total rates, whether adjacent county rates were used, and a telephone number and address for reporting violations. Certified rates remain in effect until new wage rates are determined or the certified rates are shown to be incorrect.

Contractors of prevailing wage projects are required to pay construction workers the total hourly wage rate. The basic and fringe rates may be any amount, but together must equal the total hourly rate.

Final reports and all supporting documentation are kept on file by county in the Labor Standards Division.

### **Contested wage rates**

Published wage rates may be contested by any person within 30 days of certification. The person must indicate the county and classes of labor contested, the reason the rate is believed to be inaccurate, and the rates the person believes to be correct. Within 10 days of the request, an informal meeting is held with the petitioner, labor investigators, attorney general's staff and any other interested parties to review the contested wage determination.

A final decision regarding the rate is made by the department within 10 days of the informal meeting. If there is disagreement regarding the decision, a petition for a public hearing may be made within 20 days of the final decision.

Prevailing wage staff report that the first contested wage rate in seven years occurred in 1990. The decision was made in favor of the published rate and a petition for hearing was not made.

Errors found after publication are corrected and notices of corrections are published in the State Register.

### **Principal issues**

Stakeholder opinions vary considerably regarding the adequacy and reasonableness of prevailing wage determination methods. Labor advocates tend to be more satisfied with the certification process than are nonunion representatives. Issues raised during the course of this study concerned the data collection, rate certification, job classification system and work processes.

### **Data collection**

Contractors and contractor organizations reported that not all contractors receive surveys. The method for developing the list of contractor contacts depends on local

officials providing names and addresses of contractors. Department of Jobs and Training unemployment compensation files for the first quarter of 1990 show 288 nonresidential general building contractors, 1,012 heavy construction contractors, and 7,798 special trade construction contractors in Minnesota. With 3,100 contractors receiving survey forms, about two-thirds of the potential respondents are not receiving them. One of the division's goals is to increase the wage survey data base.

Labor organizations reported that many contractors do not respond to the surveys. Providing survey data to the Department of Labor and Industry is voluntary. The cover letter of the survey form indicates neither the purpose of the survey nor the importance of providing data.

Some interviewees claimed that the method for collecting data invites abuse because anyone can submit data and it is easy to submit false data. Investigators scan returned forms to see that the data submitted falls into categories and ranges that are reasonable, but the division must rely on the notice on the form that says "willful falsification of any submitted information may result in civil or criminal prosecution" to deter the submission of false data. Respondents must sign the survey form and indicate their title, but their organization's name is not required and the respondent's name is not verified.

### **Rate certification**

Use of the mode -- the most frequent wage rate for a class of labor -- to define "prevailing" receives a considerable amount of criticism because it favors union rates. Only union rates are likely to be identical. It is not likely that employees of nonunion firms would be paid the same rate to the penny since there is no coordinating mechanism similar to union contracts for setting the scale of wages. Consequently, if there is any union presence in a job class, the union wage will probably be determined to be prevailing. This may explain the belief held by some stakeholders that not all data received by the department is used to determine rates. Some interviewees think that the department issues the collectively bargained rate without considering all data. Use of the mode might lead one to believe this, because wage rates other than the mode have no effect on the certified rate.

Some people objected to the rule that declares the highest rate as the designated prevailing rate when the frequency of rates in a job class in a county is equal, even though prevailing wage is the minimum amount that can be paid on a project.

There is objection to the fact that one worker's wage can define the prevailing rate if it is the only one reported.

The prevailing wage system is seen as inflationary if data from prevailing wage projects is used to determine the following year's wage rate. A factor in adopting the law was to keep government projects from disrupting local wage scales. Using wages set by government contracts -- particularly wages at the high end of the range -- does not allow the prevailing wage to reflect free-market practices in the community.

It was pointed out that the practice of importing wages from adjacent counties can create inconsistent wage determinations, making, for example, a skilled laborer wage rate lower than an unskilled laborer rate. This is more likely to happen when wage rates for rural counties are imported from adjacent metropolitan counties.

## **Job classification**

The job classification system that must be used to document wages is seen as inflexible by nonunion contractors. Job classifications are specialized and are those used by union contractors. A nonunion contractor may employ a craftsperson whose skills encompass more than one trade. The system does not allow for documenting this type of employee, and the worker must be categorized into only one of the listed classifications or not be counted. Work performed in the other categories is not counted. On a prevailing wage project, this particular employee must be paid the prevailing wage of each of the different categories based on the number of hours worked in each category or be paid the highest wage. Consequently, prevailing wage rules are perceived to impose union work rules and methods on nonunion contractors and discourage their participation in data collection and bidding on state contracts.

## **Work processes**

Rules require that collectively bargained prevailing rates be updated to the current collective bargaining contract rates. This is not always a simple process because it is not automated and the information is not directly collected on the survey form. Investigators must check each wage rate to determine whether it is collectively bargained, using their own knowledge or looking it up.

According to division staff, deleting duplicate employee records by checking like names must be done by hand and can be a time-consuming task. Use of social security numbers would simplify the process and allow it to be done by the computer.

## **Conclusions**

A review of prevailing wage statutes, rules, methods and input from stakeholders of the system led to three conclusions about the structure and process for determining wage rates.

### **1. Prevailing wage laws and rules are confusing and not well understood by those expected to use and follow them.**

Statutes for state building contracts and highway contracts are not consistent with each other. The rules attempt to provide consistency in how the law is administered, but in certain cases do not address provisions found in statute. For example, the method for updating the job classification list is not defined. Inconsistencies and lack of clear definition are confusing and provide a poor foundation for efficient administration of the prevailing wage system.

Having to work with both state and federal wage rates and requirements causes difficulty for contractors. Though both laws have the same intent, they define "prevailing wage" differently, and their rates and processes for determining wage rates are different. Wage rates are not always specified in contracts, as required in statute.

Although prevailing wage staff are able and willing to answer people's specific questions about the state's prevailing wage system, there is no printed material available that gives a clear picture of the requirements of the law and the methods used for determining wage rates.

**2. The term “prevailing” is misleading in that prevailing wage statutes and rules favor higher rates and union wages and practices.**

The statutory definition of prevailing wage as the most frequent wage rate favors selecting union wages due to the nature of wage data frequency distributions in areas where collectively bargained contract rates are paid. The calculation does not reflect all wage rates present in the community. Rates that vary, such as those found in the nonunion sector, have little impact on prevailing wage rate determinations.

The prevailing wage labor classification scheme conforms with the job assignment practices of union contractors. Because there is no formal mechanism for accommodating practices that differ, it is difficult for the system to vary from a union standard.

The use of adjacent county wage data from urban areas to set prevailing wages for rural areas inflates the prevailing wage rates of rural counties because wages in urban areas are generally higher than those in rural areas.

**3. Opportunities exist for making changes in wage rate certification methods that would result in greater data validity, accuracy, and efficiency.**

Wage data currently collected does not represent all relevant contractors and is not easily verified. Wider distribution of surveys and increased response would improve the accuracy and validity of the certified rates.

The practical need for updating commercial wage rates every six months is questionable. Prevailing wage staff indicate that rates do not change enough to warrant six-month updates.

Steps in the certification process that are not automated are time consuming for staff and allow greater potential for error. Prevailing wage staff have indicated they would benefit from computer hardware and software upgrades.

## **Recommendations**

The Management Analysis Division recommends five modifications to the administration of Minnesota’s prevailing wage law.

- 1. A consistent structure should be established for administering the prevailing wage law.**
  - A. Statutes and rules pertaining to the determination of prevailing wage rates should be made consistent for building and highway construction projects and rules should be made consistent with the intent of the law.**
  - B. The process for adding worker classifications to the master job classification list should be clarified and documented. Procedures that provide opportunities for input from all interested parties should be formally established in the rules and these rules should be consistent with prevailing wage statutes.**

**2. Bias should be reduced in the wage determination process.**

**A. Alternative calculations for determining prevailing wage rates and their associated advantages and disadvantages should be examined to ensure consistency with the intent of the law.**

In its review, the Management Analysis project team examined a number of prevailing wage methodologies, because the current calculation favors high rates and does not incorporate all wage data submitted.

An averaging system was examined as an alternative but was dismissed because averages are susceptible to extremes and are easily skewed by very low or very high numbers. In addition, an average rate would be artificial. That is, averaging would yield wage rates that do not necessarily exist in counties.

The median -- or the central value of ordered data -- is a rather stable measure of central tendency. Unlike averages, medians are not influenced by extremes. Medians also represent values found in original data sets.

The project team suggests the use of a hybrid prevailing wage rate formula. That is, prevailing wage would be defined as a percentage, such as a majority, which is 50 percent + 1. If a majority does not exist, a wage rate at a certain percentile such as the median would be designated as the prevailing wage rate. A majority/median system acknowledges a prevailing wage rate when more than half of all data elements are identical and fairly involves all information in the absence of such an occurrence.

The majority/median formula would have the following structure:

If more than half of all survey responses represent a single wage rate, that wage rate prevails. For example, if the following information was received:

\$12.00, \$12.25, \$13.40, \$14.23, \$14.23, \$14.23, \$14.23

\$14.23 would prevail because it constitutes a majority (57 percent) of the responses.

If a majority does not exist, the median -- or center value -- prevails. For example, if a wage survey yields:

\$12.00, \$12.25, \$13.40, \$14.57, \$14.70, \$15.00, \$15.00

\$14.57 would prevail because no rate constitutes a majority and \$14.57 represents the midpoint of all ordered data (three rates are higher and three rates are lower).

If an even number of responses is received, the higher of the two central values prevails. For example, if the following eight responses were received:

\$12.00, \$12.25, \$13.40, \$14.57, \$14.70, \$14.77, \$15.00, \$15.00

\$14.70 would prevail. Because no majority exists, the median provision of the

formula is used. Because an even number of responses yields a midpoint between \$14.57 and \$14.70, the higher of the two prevails.

**B. Prevailing wage rules regarding the use of adjacent county data should be revised to eliminate metropolitan bias in rural county wage determinations.**

If a county is located in an area designated by the U.S. Office of Management and Budget as a "metropolitan statistical area," it should be classified as "metropolitan" for wage survey purposes. Based on 1980 census data, 16 Minnesota counties were included in metropolitan statistical areas: Anoka, Benton, Carver, Chisago, Clay, Dakota, Hennepin, Isanti, Olmsted, Ramsey, St. Louis, Scott, Sherburne, Stearns, Washington, and Wright. All remaining counties should be considered "rural."

If a rural county lacks sufficient information for a wage determination in a particular classification, data from all adjacent *rural* counties should be compiled and the majority/median formula applied.

**C. Rules should be promulgated to require that county wage determinations be based on survey information from a minimum of three workers in a classification. If a classification in a county is represented by information on one or two employees, that information should be included with applicable adjacent county data and the majority/median formula applied.**

**3. Prevailing wage data collection procedures should be improved.**

**A. The prevailing wage survey's cover letter should be revised to include a discussion of the survey's purpose, an explanation of how survey data will be used, and information regarding the importance of responding.**

**B. Employee social security numbers should be requested on prevailing wage survey forms, to be used for identification purposes.**

**C. Indication of whether a wage rate is collectively bargained should be requested on prevailing wage survey forms.**

**D. Respondents should be requested to name their affiliated organizations on prevailing wage survey forms.**

**4. The wage determination process should be streamlined.**

**A. The Department of Labor and Industry should use contractor information provided in the Department of Jobs and Training's unemployment compensation data base for prevailing wage survey mailings. With the availability of this information, Labor and Industry need not maintain its own contractor mailing list.**

**B. Commercial construction rates should be certified annually rather than biannually. Prevailing wage rules should be modified to represent yearly commercial construction updates.**

**C. The Department of Labor and Industry should institute computerized methods in**

its wage certification process for the elimination of duplicate employee records based on employee social security numbers.

- D. The Department of Labor and Industry should institute computerized methods in its wage certification process for flagging collectively bargained wage rates based on input data.
5. A cooperative and educational communication structure should be established for administering the prevailing wage law.
- A. Efforts should be taken by all interested parties to enhance communication and cooperation. In particular, state agencies active in prevailing wage administration should establish working relationships that facilitate execution of the law.
  - B. The Department of Labor and Industry should offer regular informational seminars explaining Minnesota's prevailing wage law and its administration. The seminars should be open to all interested parties.
  - C. The Department of Labor and Industry should produce a handbook explaining, in lay terms, the concept of prevailing wage. The document should include clear definitions of prevailing wage provisions, a discussion of rules associated with its administration, an outline of enforcement procedures and penalties, an explanation of the relationship between Minnesota and federal prevailing wage laws, and the addresses and telephone numbers of additional sources of information.
  - D. Construction employees covered under Minnesota's prevailing wage law should receive a written notice with their first paycheck indicating the rate of pay associated with their current work classification. A new notice should be issued whenever an employee's work classification changes.

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**Part 6.**

**ENFORCEMENT OF MINNESOTA'S  
PREVAILING WAGE LAW**

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# **ENFORCEMENT OF MINNESOTA'S PREVAILING WAGE LAW**

**M**innesota's prevailing wage law divides enforcement responsibilities between the Department of Labor and Industry and the Department of Transportation.

M.S. 177.43, Subd. 6, establishes the Department of Labor and Industry as the enforcing agency for state projects other than highways and bridges.

M.S. 177.44, Subd. 7, establishes the Department of Transportation as the primary enforcing agency on contracts for highway construction.

Neither department has rules or other formal procedures delineating how the law should be enforced or penalty provisions used. Both departments base their enforcement on statutory provisions and precedent.

## **Labor and Industry enforcement**

### **Statutory provisions**

M.S. 177.43 enables Labor and Industry to review payroll documents to determine compliance with prevailing wage rate provisions. The department may examine payroll records for all state construction projects, including highway construction.

Misdemeanor penalties are provided for state employees who administer contracts without complying with prevailing wage provisions and for contractors, subcontractors, or agents who knowingly pay project workers wages below prevailing rates. Each day a violation continues is considered a separate offense, punishable by a maximum fine of \$700, or imprisonment for no more than 90 days, or both.

### **Contracting agencies**

Because contracting agencies are responsible for contract specifications and have access to payroll records, the Department of Labor and Industry must work closely with them to enforce the prevailing wage law. The government agencies most involved with the Department of Labor and Industry in enforcement on non-highway projects include the state departments of Administration, Military Affairs, Natural Resources, Education, and Trade and Economic Development, the Pollution Control Agency, the University of Minnesota, State University System, Community College System, State Board of Vocational Technical Education, the Metropolitan Airport Commission, the Iron Range Resources and Rehabilitation Board, and several metropolitan city and county governments.

The Department of Administration is the primary administrator for non-highway contracts. Its Building Construction Division reports that non-highway construction projects totaled an average \$400 million a year over the past three years.

When the Department of Administration advertises for bids on state projects, it

includes a notification requiring the payment of prevailing wage rates, and directs bidders to the Labor Standards Division to obtain current rates.

The Department of Administration began requiring contractors to obtain current rates from Labor and Industry for two reasons: First, Labor and Industry is best equipped to address job classifications not listed in prevailing wage determinations, and second, past certified rates sent to Administration by Labor and Industry were not current, requiring supplemental agreements to contracts to amend the wages. In recent years, according to Administration, data from Labor and Industry has been timely and accurate.

Other government agencies that let their own contracts for non-highway projects obtain wage rates from Labor and Industry and place them in their contracts. Of those interviewed, none mentioned problems with erroneous rates.

Administration and other bid-letting agencies designate agents or specific staff individuals to monitor projects to ensure that contract or blueprint specifications are met and that state monies are spent properly. They are frequently architects hired to design and oversee construction projects or are state-employed project engineers. Architects and project engineers act as links between the contractor and the state agency in charge of the project.

### **Prevailing wage compliance**

The Department of Labor and Industry enforces prevailing wage laws through the investigation of noncompliance complaints filed by workers, who learn to contact the department in one of four ways:

1. The Labor Standards Division's telephone number is printed on prevailing wage notifications posted at job sites,
2. an architect or project engineer may refer a worker to the department,
3. a union representative may advise a worker to contact the department, or
4. a union representative or other outside source may file a complaint on behalf of a worker.

In 1989, there were 129 valid individual complaints of failing to pay the prevailing wage. An average \$515 of back pay was awarded per person.

When a telephoned complaint is received, a senior investigator takes the information and completes a Prevailing Wage Complaint Form (shown in Appendix H). The form requires the employer's name, address, and telephone number; the project name and location; the date work was performed; the employee's name, address and telephone number; the employee's trade or class of labor; the rate received; a description of duties performed; and a listing of tools used. Name, address, telephone number and relationship to the project are requested if the complaint comes from an outside source.

A worker's complaint may be required in written form if the department's authority

to investigate the project is questionable.

After receiving information from the complainant, investigators compare it with bid-letting information for the project -- the contract bid date, the county the work was performed in, wage rates for that county, the construction project's type, and the worker's classification. Investigators also contact bid-letting agencies to verify the names and addresses of contracting companies and to request descriptions of the project work.

Once preliminary information has been gathered, Labor and Industry sends the contractor a letter (Request for Payroll Records, shown in Appendix I) requesting project payroll information. The letter requests the names and addresses of workers, their hourly rates of pay, their hours per day, their classes of labor, paid fringe benefits, their hours for each work week, a list of all subcontractors and a reply within seven calendar days.

Most contractors comply with the request. If a contractor does not, the department requests that the contracting agency withhold project funds until payroll records are submitted. A copy of the department's request is sent to the contractor.

Once records are obtained, they are audited to determine a complaint's validity. If a complaint is not validated, a letter is sent to the complainant explaining the lack of substantiating data. If the complaint is valid, the department completes a Violation Master Sheet, indicating the amount of back wages owed each employee. The Violation Master Sheet, a Notice of Labor Law Violation (Appendix J) and procedural instructions are sent to the contractor, directing the contractor to pay back wages to affected employees and to upgrade wages where needed.

Contractors respond by issuing checks to affected employees through the Department of Labor and Industry. The department verifies names on the checks and their amounts before forwarding them to the workers. A letter from the Department of Labor and Industry is included explaining the findings of their investigation. The department resolves most investigations within 40 days.

Workers are not contacted during investigations until complaints are validated and the need for payment of back wages is verified. Under special circumstances, the department may contact workers by mail to obtain more information.

Throughout the process, complainants are protected by the Data Practices Act and other provisions in Minnesota Statutes, Chapter 175. To furnish back wages due, contractors must be given the name or names of underpaid workers, but the complainant's name is not revealed unless Labor and Industry has written authorization from the worker. Workers filing wage claims after leaving employment are not guaranteed confidentiality.

The Department of Labor and Industry estimates that it asks contracting agencies to withhold funds from 20 percent of the cases where violations have been found, because contractors have not complied with orders to pay back wages.

No specific authority exists for the department or contracting agencies to withhold funds from contractors for prevailing wage violations. Contracting agencies rely on "failure to perform" provisions in rules for withholding funds (Minnesota Rule

1230.1100), but the rules do not explicitly mention prevailing wage laws.

The withholding of state funds is effective only when a project is ongoing or when payments are still due to contractors. This can be a problem with subcontractors that perform specific tasks in a project. Work may be completed and the subcontractor paid before an investigation determines that prevailing wage rates were not honored. The Department of Labor and Industry estimates that fewer than 10 instances occur each year.

Another compliance enforcement mechanism used by the Department of Labor and Industry or a contracting agency is to advise workers to notify a contractor's bonding company of prevailing wage noncompliance. The bonding company in turn pressures the contractor, who does not want to risk losing the bonding required to perform state-funded work (M.S. 16B.04). This can be a valuable enforcement mechanism, because it does not jeopardize contractors' money used for employee payroll and material purchases, and it also gives the Department of Labor and Industry or the contracting agency access to the contractor after a project's completion, if the bond is still in effect.

As with the withholding of funds, no regulation or provision grants the department or contracting agencies specific authority to use bonding provisions as an enforcement tool.

The penalty provision in M.S. 177.43 has been used once. It is considered cumbersome to enforce because county attorneys -- who are responsible for bringing charges -- lack the time or inclination to prosecute contractors for misdemeanor violations.

The Department of Labor and Industry holds that it has not been granted full enforcement authority because it lacks direct statutory access to contracts and cannot withhold contractors' funds. Because penalty provisions are not used, the department works primarily through the contracting agency or bonding company to enforce the prevailing wage law.

## **Transportation enforcement**

### **Statutory provisions**

M.S. 177.44 authorizes the Department of Transportation to enforce prevailing wage provisions on highway construction projects. The department is authorized to request and examine copies of payroll forms from contractors and subcontractors.

The statutory penalty provision applying to contractors, employees or anyone inducing an employee to accept a lower wage states:

A contractor, subcontractor, or agent who violates this section is guilty of a misdemeanor and may be fined not more than \$300 or imprisoned not more than 90 days or both. Each day that the violation continues is a separate offense.

Whoever induces a job applicant or employee on any project subject to this section to give up or forgo any part of the wages to which entitled under the contract governing the project by threat not to employ, by threat of dismissal from employment, or by any other

means may be fined not exceeding \$1,000 or imprisoned not more than one year or both.

Any employee under this section who knowingly permits the contractor or subcontractor to pay less than the prevailing wage rate set forth in the contract, or who gives up any part of the compensation to which entitled under the contract, may be fined not exceeding \$40 or imprisoned not more than 30 days or both. Each day any violation continues is a separate offense (M.S. 177.44, Subd. 6).

One part-time and two full-time investigators are employed by Transportation to enforce both federal and state prevailing wage provisions for highway projects.

### **Highway construction contracts**

The State of Minnesota currently has about 500 highway projects under contract. Over the last six years, state and federal appropriations for highways have ranged from \$304.9 million in 1986 to \$442.8 million in 1988. The state lets an average of more than 200 projects each year, with many projects lasting more than one year.

Approximately two-thirds of Minnesota's highway projects are funded in part by federal construction aid and must meet federal prevailing wage requirements in addition to the provisions of Minnesota's prevailing wage law. When federal and state rates differ, the higher rate takes precedence. For example, if a Minnesota prevailing wage rate is higher than a corresponding federal rate, Minnesota's rate is used. Because of this, both Minnesota and federal prevailing wage rates are provided in contracts. Contractors are responsible for determining which rates apply.

Before advertising for bids, Transportation requests current prevailing wage rates from Labor and Industry and includes them in their contracts. This ensures that the rates are current. Annual certified rates sent by Labor and Industry are not always current because corrections are made after their publication. Transportation believes it is less time-consuming to request rates than to follow the correction notices published in the State Register.

### **Prevailing wage compliance**

Transportation takes an active role in the enforcement of prevailing wage laws. Every two weeks, contractors and subcontractors must submit copies of their payrolls for a "labor compliance review." Investigators compare payroll wage rates, fringe benefits, and job classifications against the contract's prevailing wage rates and descriptions of work.

Transportation also conducts job-site interviews, where investigators randomly ask workers for their names, job classes, and hourly wages, and compare this information with payroll forms. Transportation does not focus on specific contractors unless they have a history of complaints filed against them.

Investigators group job-site interviews geographically to reduce travel time and cost. Over the last few years, they have investigated projects in 65 to 70 percent of Minnesota's counties and have conducted job-site interviews on about half the ongoing projects each year.

When discrepancies are discovered during a compliance review or an on-site interview, investigators notify the contractor in writing or by telephone. Frequently, contractors are able to immediately correct discrepancies. According to the Department of Transportation, 80 to 90 percent of all discrepancies are due to computer input errors, so payment of back wages is not required.

To verify payment of back wages, Transportation requests a copy of the employee's canceled check or, at times, it requests that an employee's check be sent to the department for forwarding to the employee.

The department estimates that underpayments equal less than .1 percent of total highway construction dollars -- about \$400,000, using 1990 construction estimates.

Complaints are handled on an individual basis by the Transportation investigators. Due to the specific nature of each case, step-by-step procedures do not exist. Complaints may be made by telephone or in writing. The department prefers the latter.

Investigators request information regarding the employer's name, address, and telephone number; the project's name and location; the date work was performed; the employee's name, address and telephone number; the employee's trade or class of labor; the rate received; and the duties the employee performed. This information is checked against payroll data and contract provisions.

If a worker was underpaid, the investigator contacts the project engineer, who informs the contractor of the allegation. A standard letter advises the contractor to pay back wages and increase current rates to meet prevailing wage rates. Investigators request a copy of the canceled check to verify that appropriate wages were paid. If the department believes that a contractor will be reluctant to pay back wages, it requests that the check be sent to the department for forwarding to the employee.

Although Transportation does not compile complaint statistics, it estimates that 150 complaints are filed each year, the majority valid, the remaining actually questions regarding contract coverage.

If a contractor refuses to pay back wages, the project engineer is advised by Transportation to withhold funds until appropriate payments are made. This has been effective, even though no specific statutory authority or rule provisions exist.

The penalty provision provided in statute has been used once. As noted earlier, the provision is seen as an inadequate deterrent because county attorneys lack the time to prosecute misdemeanor cases.

## **Truck rental rates**

The truck rental rate issue has caused debate among a number of prevailing wage stakeholders. This review points out problems and complexities associated with the policy. Many of the issues discussed exemplify stakeholders' concerns with prevailing wage's administration and enforcement.

## **Statutory authority for setting truck rental rates**

Since Minnesota's prevailing wage legislation was enacted in 1973, prevailing wage rates for highway contracts have included "rental rates for truck hire paid to those who own and operate the truck" (M.S. 177.42, Subd 6).

The law applies to "laborers or mechanics who deliver mineral aggregate such as sand, gravel, or stone which is incorporated into the work under the contract by depositing the material substantially in place, directly or through spreaders, from the transporting vehicle" (M.S. 177.44, Subd. 2).

The law specifically excludes workers who process, manufacture or deliver materials or products from commercial establishments with a fixed place of business from which they regularly supply the products (M.S. 177.44, Subd. 2).

M.S. 177.44, Subd. 3, states that the Department of Labor and Industry "shall determine the nature of the equipment furnished by truck drivers who own and operate trucks on contract work to determine minimum rates for the equipment, and shall establish by rule minimum rates to be determined into the prevailing wage rate."

## **Implementation of truck rental rates**

Although included in the original legislation, truck rental rate provisions were not implemented until 1988. During the 1970s, most large contractors and construction companies owned their own trucks and hired drivers to operate them. The drivers became employees of the contractor; many were members of the Teamsters union.

In the early to mid-1980s, some contractors sold their trucks, finding it more economical to subcontract with private owner/operators. Most independent truck owners and operators are not represented by a union. A court case in the early 1980s classified them as independent contractors rather than as employees.

The court's ruling and the similarities between owner/operator and Teamster member work led the Teamsters union to demand enforcement of the law's truck rental rate provisions, through complaints filed with the departments of Labor and Industry and Transportation.

Labor and Industry supported the enforcement of truck rental rates and initiated discussions to draft rules. After the department withdrew an initial draft in the spring of 1987, interested parties met to discuss new proposals. The meeting included representatives from the Teamsters, independent truck owners, the Department of Transportation, the Department of Labor and Industry and truck brokers. Labor and Industry published a proposed rule on April 25, 1988, with a public hearing on June 1.

On July 21, 1988, an administrative law judge determined that the rule was necessary, reasonable, and based on adequate statutory authority. The judge's determination included reservations, stating that "holes" existed in the statutory directive and that the rule's adoption would "undoubtedly result in litigation." The judge said that three questions were unanswered in the statutes:

1. whether an hourly labor cost was intended to be included in the truck rental rate;

2. whether truck rental rates deny equal protection, because they apply to owner-operators of a single truck but not to owners of more than one truck; and
3. whether the legislature intended independent truck owners to become employees if working on a state highway project.

The judge suggested that the Department of Labor and Industry submit the entire record on the matter to appropriate legislative committees so that legislation could be considered.

The rule became effective Sept. 26, 1988, as Minnesota Rule, Part 5200.1105. It creates a rate formula based on statutory language. The formula, which provides compensation for independent truck owners and operators when their vehicles are used on state-funded projects, is:

$$\text{Truck rental rate} = \text{labor cost} + \text{operational cost}$$

“Labor cost” is the prevailing wage rate for truck drivers determined from the Labor and Industry wage surveys. “Operational cost” is the average of specific operating costs, including depreciation, fuel, oil, tires, taxes, licenses, insurance, and administrative and maintenance costs. The combined costs establish the minimum hourly rate an owner/operator must be paid for work on state highway projects. Operating costs are submitted to Labor and Industry by 127 independent truck owners and contractors in the trucking industry who responded to past prevailing wage surveys, were recommended by owner/operator associations, or requested to be placed on the list.

### **Enforcement challenges**

Applying the new rule’s formula, the Department of Labor and Industry determined truck rental rates for all counties in the state and sent them in November 1988 to the Department of Transportation for inclusion in their contracts. According to the Department of Transportation, the rates arrived with little explanation or specific interpretation.

The two departments had historically disagreed on the definitions of certain terms. In the past, Transportation had used definitions from the Federal Highway Administration’s *Labor Compliance Manual*. When the rule became effective, Transportation began applying Labor and Industry’s definitions.

After meetings and discussions with Labor and Industry, Transportation issued an addendum notifying bidders of changes in their enforcement of the prevailing wage law. The addendum stated that the law applied to independent truck owners delivering mineral aggregate and depositing it “substantially in place” at a job site. A second Transportation addendum in April 1989 repeated its interpretation of “substantially in place” and added that “commercial establishments” hiring independent truck owner/operators on state projects must pay truck rental rates.

Soon after issuance of the addenda, independent truck owners and truck brokers questioned the new rule and challenged Transportation and Labor and Industry. The independent truck owners viewed the definitions as major policy changes and argued

that they were subject to rule-making procedures. The independent truck owners also argued that the rule was inadequate due to the need for addenda.

Labor and Industry contended that the addenda were not policy changes but reiterations of their interpretations necessary to effect the change resulting from the new truck rental rate rule. Neither department had promulgated rules interpreting "substantially in place."

Owner/operators and truck brokers filed suit against the state on May 2, 1989, seeking legal action, including a temporary injunction against the Department of Transportation's addenda. They argued that the addenda were essential to the implementation of the rule and that their contents were not part of the rule's hearing. In sum, they argued that the addenda had been adopted unlawfully, and that the process had been unfair to affected parties.

Ramsey County District Court granted the opponents a temporary injunction on May 25, 1989, enjoining the state from enforcing Transportation's addenda. The judge, finding the addenda to be "in effect a rule," stated that the departments had to use processes established in the Administrative Procedures Act to promulgate the provision.

Labor and Industry and Transportation filed an appeal with the Minnesota Court of Appeals May 31, 1989, seeking legal action to prohibit Ramsey County District Court from enforcing the injunction. The appeal was denied and the injunction remains in effect pending rule making by Labor and Industry. In September 1990, Ramsey County District Court ordered plaintiff attorney fees to be paid by the defendant (Labor and Industry).

A second injunction was placed on the truck rental rates rule in February 1990. This injunction focuses on a third Transportation addendum, defining "work under the contract." Again, the judge ruled that Transportation had defined the phrase outside the proper rule-making procedures.

The truck rental rate rule remains under both injunctions pending formal rule making by the Department of Labor and Industry.

In pursuing legal recourse, owner/operators had contacted and obtained the support of some Minnesota legislators. Unsuccessful attempts were made to repeal the truck rental rate rule during the 1989 legislative session. After the session, a complaint regarding the truck rental rate issue was filed with the Legislative Commission to Review Administrative Rules.

The commission conducted a preliminary assessment of complaints on June 7, 1989, and determined that the complaints were justified. At a public hearing Aug. 1, 1989, testimony was heard from truck brokers, various independent truck owners, the Department of Labor and Industry, and the Department of Transportation.

From information provided at the hearing, commission staff formulated four recommendations:

1. that the commission request the Department of Labor and Industry to hold a rule-making hearing to provide a meaningful clarification of the phrase "substantially in place" and to clarify how the prevailing wage law and truck rental rates apply to drivers hauling from commercial establishments;
2. that the commission urge the Department of Transportation to actively participate in the rule making because of its expertise in prevailing wage law enforcement;
3. that the Department of Labor and Industry proceed to rule making at the commissioners' request, even if the Court of Appeals concludes that the addenda are not rules; and
4. that the commission recommend that the Department of Labor and Industry form an advisory committee of department and industry representatives to assist in drafting the proposed rule.

The commission adopted the recommendations on Oct. 30, 1989. In addition to recommending further rule making to better define and clarify other terms that Transportation and Labor and Industry recognized needed clarifying, the commission allowed 120 days -- a longer time than usual -- for the development of rules, to encourage input and discussion from the recommended advisory committee.

Commission staff also suggested the use of a mediator when drafting new rules and defining terms, to resolve differences and help the two departments work together. Labor and Industry was not interested, arguing that the administrative law judge would act as a neutral party at the hearing. Labor and Industry also held that disagreements would be resolved by the the departments' commissioners.

The advisory committee, established in November 1989, included truck owners, brokers, union officials, contractors, a university professor and Labor and Industry staff. The committee met 12 times.

On March 19, 1990, the committee gave a list of recommendations to the commissioner of labor and industry, including definitions for terms used in truck rental rate administration. The committee recommended that:

1. Appropriate training should be provided to Minnesota employees enforcing the statute. The desired result would be uniform enforcement of the prevailing wage law.
2. The prime contractor and all subcontractors should classify all personnel who perform work under the contract, so that they are either employees, subcontractors, independent truck owners or material suppliers.
3. Appropriate educational programs should be implemented to fully and completely inform contractors, material suppliers, independent truck owners and others in the industry about the law and payment of prevailing rates to independent truck owners.
4. The department should create a joint Transportation - Labor and Industry task force to examine rule-making and enforcement functions as they now exist and to

recommend administrative and legislative changes, which could include transferring the enforcement function to Labor and Industry, providing limited rule-making authority to Transportation, or no change other than better cooperation between the two agencies.

All committee members, except two truck brokers, signed a letter to the commissioner of labor and industry supporting the recommendations. The brokers submitted their own letters listing concerns with the committee's composition and its recommendations. The truck brokers said that the committee was biased toward the Department of Labor and Industry, hindering reflective discussion and reasonable drafting of recommendations and definitions. They argued that every issue was brought to vote and, because they were outnumbered, their positions were lost.

### **Current status**

Labor and Industry requested an extension for rule making from the commission on March 5, 1990. It argued that the advisory committee had taken longer than expected and that time was needed to review the recommendations and to draft new rule proposals. The department offered to have proposed rules printed in the State Register by May 15, 1990, and to set a hearing date for June 15 of that year.

To date, no administrative changes or rules have been implemented. Some new rules have been drafted by staff, but are not publicly available and have not been printed in the State Register, nor has a hearing been set.

### **Stakeholder concerns**

Many people involved with the prevailing wage law are critical of its enforcement. Although their greatest concern is the lack of personnel to do necessary enforcement work, stakeholders also noted inconsistent policies, poor communication, confidentiality issues, and confusing worker classifications as areas of concern.

### **Contractor organizations**

Many union contractors and contractor organizations have good working relationships with the two departments and are pleased with the work of their investigators. Nonunion contractors and their organizations, however, said that Labor and Industry is unresponsive to their concerns. Almost all contractors were concerned with worker classification issues, the need for more investigators, and ambiguity in the law's administration.

**Gray areas between job classifications** Contractors were concerned about "gray areas" that exist between a job classification on paper and construction-site reality. Gray areas occur when workers in lower classifications master some of a higher classification's skills but lack all the skills necessary to move up to that classification. For example, a laborer assembling forms to lay concrete has enough skill to properly put them together, but lacks the skill level of a carpenter. Under the current system, the work would be considered carpentry; contractors would like to classify the work as skilled labor.

Contractors said that workers with proper training should be hired at rates appropriate for their skills. However, contractors said that they should make final classification decisions in gray-area situations. They argued that maintaining a quality product at low cost is part of being a good business person. In general, contractors were adamant that government should stay out of the classification area. They said that contractors should determine, under appropriate guidelines, who will do their work.

Some contractors said that jurisdiction crossing is prevalent throughout the construction industry, with both union and nonunion contractors participating. Nonunion contractors said that unions use the classification argument in order to unionize workers.

**Enforcers of the prevailing wage law** Contractors said that no one should enforce prevailing wage laws except investigators hired by the state. Some stakeholders reported that labor unions actively enforce the prevailing wage law on construction project sites, although they said they knew of no violations discovered through this process. They said they consider it harassment rather than effective enforcement.

**Understandable rules and statutes** Contractors noted that they should be able to read prevailing wage rules and statutes and clearly understand how the law will be enforced. Labor and Industry and Transportation have addressed some stakeholder concerns, but changes in the enforcement of truck rental rates have raised further concerns. In general, contractors said that it is impossible to understand enforcement processes because procedures are not documented.

**Eight-hour-day restriction** Contractors commented that the statutory eight-hour-day restriction should be eliminated, so that during the construction season -- when daylight is plentiful -- employees could work 10- to 12-hour days. Contractors favor retaining the 40-hour work week requirement, so employees would work only three or four days, still put in 40 hours per week, and have longer weekends.

## **Labor organizations**

Most labor organizations were concerned with prevailing wage enforcement. They said that some contractors avoid the law and that construction sites lack the presence of prevailing wage investigators. As a result, they argued, unscrupulous contractors are not deterred.

The Christian Labor Association indicated that its enforcement concerns have been adequately investigated and processed by the state. In the past, some association members reported prevailing wage violations to Labor and Industry and received back pay without negative consequences.

**Lack of enforcement staff** Labor organizations were concerned with the lack of staff for proper enforcement of the law. Enforcement of non-highway projects is currently reactive -- the Department of Labor and Industry enforces the law only after a worker files a complaint. Labor organizations recommended that Labor and Industry incorporate on-site visits and worker interviews into its enforcement strategy.

Labor organizations said that Transportation's enforcement process is superior because staff conduct on-site inspections, which deter contractors from noncompliance.

**Vagueness of the law** Labor organizations said it is difficult to determine who is responsible for enforcement of the prevailing wage law and that this lack of clarity is compounded by the lack of formal enforcement rules.

**Misclassification of workers** Labor organizations argued that contractors misclassify workers to evade the law. They cited an example of a bridge project involving several types of craftspersons. Labor organizations said they would prefer contractors to hire three craftspersons per type of craft needed and one laborer to help on each. They claimed that some contractors hire one craftsperson per type of craft needed and three laborers to help on each. Because laborers earn lower wages, contractors can cut project costs. Contractors also benefit in terms of worker's compensation and other benefits determined by base salary. In sum, labor groups said that contractors who hire lesser skilled workers to do higher skilled jobs violate the intent of the prevailing wage law. This is a reversal of the "gray area" argument held by contractor organizations.

**Misuse of health and pension funds** Labor organizations were concerned with the health and welfare funds set up by some contractors. Occasionally, contractors establish funds for the payment of health insurance and pensions. Separate checks are drafted for fringes and deposited into these funds. If money is left in the account when a job is completed, employees can make withdrawals. If an employee does not claim this as income, the amount is never taxed. Labor organizations claim that the state is losing large sums of money through this practice.

**Confidentiality for complainants on prevailing wage** Labor organizations claimed that contracting agencies occasionally release to contractors the names of workers involved in prevailing wage disputes. They said that contractors consequently retaliate by firing or not rehiring the workers.

## **Contracting agencies**

**Weak enforcement systems** Most agencies refer prevailing wage complaints to the Department of Labor and Industry and want little to do with complaint follow-up. They must be involved, however, because Labor and Industry frequently requests that project engineers or architects conduct payroll audits. If violations are found and contractors do not pay back wages, agencies are also requested to withhold project funds.

**Absence of formal policies** Because contracting agencies must provide prevailing wage information to contractors, they require adequate data and assistance from Labor and Industry. Currently, their enforcement responsibilities are not supported, due to the absence of formal roles and policies.

## **Legislative officials**

**Vague rules and procedures** Legislators were concerned with the vagueness of prevailing wage rules and the Department of Labor and Industry's lack of procedural documentation. They said that laws and rules should be written in an easily understood and comprehended manner.

**Enforcement area understaffed** Some legislators stated that the Department of Labor and Industry is understaffed in the area of prevailing wage enforcement, thus limiting its ability to be effective. They also noted, however, that additional funding for staff is improbable. Legislators suggested that Labor and Industry's work should be better organized and that the department should seek advice from involved agencies. If a network was established and each party was responsible for a specific task, prevailing wage administration and enforcement would be more efficient and effective, they said.

**Communication problems** Some legislators noted that Labor and Industry is perceived to be unreceptive to input and often takes adversarial positions. Difficulties in rule making have been attributed to these factors. They cited Legislative Commission to Review Administrative Rules and Department of Labor and Industry Advisory Committee findings on communication problems among the two departments and others involved with prevailing wage.

## **Conclusions**

Based on these findings, six general conclusions regarding prevailing wage enforcement may be made.

### **1. Enforcement responsibilities are vague and not clearly defined.**

Enforcement provisions in statute are inconsistent and there are no enforcement rules. Without rules, it is difficult to enforce the prevailing wage law consistently and efficiently.

Prevailing wage terms are not adequately defined in the law and are subject to different interpretations. Terms associated with truck rental rates are particularly troublesome.

### **2. Responsibility for enforcement is split among several departments.**

Prevailing wage policy is complex, involving several departments in state government. Highway and non-highway construction enforcement responsibilities are split between Labor and Industry and Transportation. There is little coordination between the two agencies and their procedures differ. Transportation conducts on-site surveys, payroll audits, and investigates complaints. Labor and Industry lacks active processes, conducting only reactive complaint investigations.

The expectation that Labor and Industry would coordinate the enforcement processes for non-highway projects is not being met. The statutes state that Labor and Industry is responsible for enforcement on these projects. The department believes that the contracting agency is responsible for enforcing its contracts.

Labor and Industry provides no prevailing wage enforcement guidelines to contracting agencies, but expects them, in certain circumstances, to conduct payroll audits.

**3. Formal communication structures do not exist.**

Communication among agencies involved with prevailing wage enforcement is inadequate. Labor and Industry appears to communicate with contracting agencies only during the complaint process. In general, communication that does occur is based on informal relationships rather than on structured communication processes.

Labor and Industry does not actively solicit or receive input from Transportation and other contracting agencies, as demonstrated by the debate on truck rental rates.

Interested parties, including workers, contractors, and unions, lack sufficient information to understand the enforcement process. It is difficult to determine how the law operates, because statutes are vague, enforcement rules don't exist, and few procedures are documented. Often it is necessary to call enforcement officials for information. Even then, individuals may receive conflicting information due to inconsistencies among enforcing agencies.

Potential to abuse the law is high when enforcement occurs by word-of-mouth. Lack of formal written procedures, undocumented oral communication and lack of managerial data such as summary statistics hinder Transportation and Labor and Industry enforcement accountability.

**4. The current penalty provision is ineffective.**

The penalty provision provided in statute is not used. The time, effort, and costs of filing misdemeanor charges against a contractor outweigh its benefits as a deterrent. Frequently, violations are not severe enough to warrant criminal prosecution.

The withholding of funds is not a real penalty for nonpayment of prevailing wages. The action simply forces a contractor to pay wages that were always due.

**5. Workers initiate prevailing wage enforcement with few safeguards.**

Labor and Industry and contracting agencies other than Transportation lack provisions for site checks or payroll audits and rely on workers' complaints to initiate enforcement. Workers' confidentiality cannot be guaranteed when filing complaints because contractors must know their names for payment of back wages. Because there are no rules, there is no clear policy outlining occasions when a name may be kept private or confidential and when it must be used to complete the process.

**6. Prevailing wage staff work well under problematic circumstances.**

Staff at the departments of Labor and Industry and Transportation are diligent in their work despite inadequate staffing, communication and organizational structures.

Wage determination responsibilities dominate the workload of Labor and Industry investigators. They are able to devote only a quarter of their time to investigation and enforcement.

Transportation employs one part-time and two full-time employees for federal and state prevailing wage enforcement. Unlike Labor and Industry personnel, they actively enforce the laws through biweekly payroll reviews and audits.

## **Recommendations**

### **Penalty provisions**

- 1. Criminal misdemeanor penalties should be removed from M.S. 177.43, Subd. 5, and 177.44, Subd. 6. In their place, provisions should be established granting enforcing agencies authority to withhold project funds and to contact contractors' bonding agencies when contractors fail to pay prevailing wage rates.**
- 2. Prevailing wage statutes should also be amended to grant the Department of Labor and Industry authority to debar from the bid process contractors who repeatedly or willfully violate prevailing wage law. Debarment should be for a meaningful time period.**

### **Enforcement rules**

- 3. An interagency consortium should be established to draft enforcement rules. The consortium should include representatives from the departments of Labor and Industry and Transportation, the Attorney General's Office, the departments of Administration and Natural Resources, the Pollution Control Agency, the University of Minnesota and other agencies involved with the prevailing wage law. The consortium should report to the commissioner of labor and industry and meetings should be led by an outside, impartial facilitator. Rules should be drafted within one year.**

Prior to the consortium's initial meeting, the departments of Labor and Industry and Transportation should document current enforcement procedures for highway and commercial construction projects.

Consortium responsibilities should be:

- to define the scope and structure of the enforcement process,
- to define roles and responsibilities of the agencies involved with prevailing wage enforcement,
- to define critical enforcement terms, and
- to draft rules for the enforcement of the prevailing wage law.

Specifically, the consortium should review current enforcement procedures and definitions. Based on its findings, clear, understandable enforcement strategies should be established and documented. These would include:

1. Consistent procedures for active enforcement of prevailing wage.

Active enforcement on highway and commercial projects should be consistent. There should be uniform procedures for requesting payroll data, selecting survey sites, and determining the frequency of reviews. Management Analysis suggests the Department of Transportation's current process as a model.

2. Consistent procedures for investigating complaints.

Uniform procedures should be established for obtaining project information, requesting payroll data, and analyzing the material.

3. Consistent procedures for requesting payment of back wages.

Uniform methods of notification should be established along with timeframes for compliance.

4. Consistent procedures for withholding funds and notifying bonding agencies.

Timeframes regarding compliance should be established along with procedural directions for their use. It should be clear when each is applicable.

5. Uniform procedures for debarment.

The procedures should include clear determinations for the use of debarment proceedings, notification procedures for contractors and contracting agencies, and due process procedures.

6. Specific worker confidentiality.

Enforcement rules should specify current statutory provisions regarding confidentiality. The consortium should decide whether these provisions sufficiently protect workers from reprisal and adequately limit nonreporting.

A primary question the consortium should address is whether commercial construction enforcement activities should be performed solely by the Department of Labor and Industry or whether the department should rely on project engineers and architects to conduct payroll audits and site surveys. An assessment should be made regarding the most efficient and effective enforcement structure for commercial contracts.

Granting enforcement responsibilities to contracting agencies places additional duties on them and requires an effective, manageable organizational structure administered by the Department of Labor and Industry. Increasing the current duties of the department could require additional staff.

When rules have been drafted and promulgated, the consortium should become a discussion group for reviewing prevailing wage problems and recommending solutions. It should work toward establishing effective communication lines among the various parties involved with prevailing wage. Meetings could be held every six months and could include stakeholder groups so that concerns would be shared and proposals for their resolution discussed.



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**Part 7.**

**WAGE RATE COMPARISONS**

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# WAGE RATE COMPARISONS

The 1990 legislation mandating this study required Management Analysis to analyze “the variations in prevailing wage rates among counties in Minnesota and between Minnesota and Federal prevailing wage rates.” That analysis is presented in this part.

## Minnesota county wage rate comparisons

The Department of Labor and Industry certifies prevailing wage rates at the county level. For each county, a discrete set of highway/heavy construction wage determinations is issued once a year. Commercial wage determinations are issued twice a year for each county.

On each certification date, Labor and Industry produces maps that illustrate the various counties’ prevailing wage rates for every construction classification that is used. Maps are produced for both commercial and highway/heavy construction rates. Appendix K of this report contains commercial construction maps produced Aug. 1, 1990. Appendix L contains highway/heavy construction maps produced June 11, 1990. These appendices are useful for demonstrating how prevailing wage rates vary among Minnesota’s counties.

Prevailing wage rates vary from county to county. Each wage determination is based on the actual wage rates paid to the largest number of workers within each labor classification reported in the survey.

A county’s wage survey data may differ from a neighboring county’s for several reasons. For instance, if a collectively bargained rate prevails in one county and a nonunion rate prevails in another, it is likely that the two wage rates will differ. Collective bargaining rates tend to be higher than nonunion rates and are also updated by Labor and Industry to reflect upcoming rates.

Some disparities may be attributed to urban and rural wage differences. For example, it is likely that a county in the Minneapolis-St. Paul metropolitan area will have a higher prevailing rate than one lying immediately outside the region. Such urban/rural variations may be associated with a number of factors, such as unionization levels, local market demands and work force size.

Since Labor and Industry determines wages in the three zones at different times, wage rates for counties that constitute zone borders might vary due to survey time differences. It is unlikely, however, that this explains any substantial disparity. Construction wage rates tend to remain relatively constant over a year’s time, particularly when many are collectively bargained.

Prevailing rates that are collectively bargained may differ due to union local boundaries. Some construction classifications are represented by more than one local in Minnesota and many locals are subdivided into areas. Consequently, it is possible for two adjacent counties to have collectively bargained prevailing wage rates that differ if they are covered by different locals or located in different areas of the same local.

A final explanation for county wage variation relates to the use of adjacent county data for wage determinations. If a job classification is not represented in a county, information from all adjacent counties is examined and the modal rate from the data set becomes the prevailing wage rate. This practice may compound variations associated with union/nonunion differences and urban/rural disparities. For instance, a collectively bargained rate from a metropolitan county may become the prevailing wage in a rural county that is not predominantly unionized.

## **Minnesota and federal wage rate comparisons**

Before comparisons of Minnesota and federal prevailing wage rates are presented, an overview of federal Davis-Bacon Act administration is required.

This section outlining federal rules and procedures relies on information found in several U.S. Department of Labor publications: *Conducting Surveys for Davis-Bacon Construction Wage Determinations: Resource Book*, *Davis-Bacon Construction Wage Determinations Manual of Operations*, *Davis-Bacon Determination of Prevailing Wage Rates*, *Davis-Bacon Wage Survey Report, January 1990*, and *General Wage Determinations Issued Under the Davis-Bacon and Related Acts*.

### **Background**

The Davis-Bacon Act, enacted in 1931 to protect local wage rates on federal construction projects, was the first federal prevailing wage law applying to nongovernment workers and one of the first examples of federal involvement in social and labor legislation.

The Davis-Bacon Act states that federal contracts of more than \$2,000 for the construction, alteration, or repair of public buildings or public works must contain clauses outlining minimum wage rates for the various classes of employed laborers and mechanics. Under the act's provisions, contractors or their subcontractors must pay employees wages "no less than the locally prevailing rates" and fringe benefits comparable to those paid on similar projects. The act gives the secretary of labor authority to determine local prevailing wage rates.

The Davis-Bacon Act is quite brief, making it necessary for the secretary of labor to promulgate detailed rules and procedures for the operation and enforcement of the statute. These regulations are issued under Title 29 of the Code of Federal Regulations, Parts 1, 3, 5, and 7.

### **Coverage of the Davis-Bacon Act**

The Davis-Bacon Act applies to any contract of more than \$2,000 made with the U.S. government or the District of Columbia for the construction, alteration, or repair of public buildings or public works financed in whole or in part by federal funds or financially assisted under any statute referencing the Davis-Bacon Act (that is, Davis-Bacon-related acts). "Repair" in this context includes painting and decorating, and "public works" may range from roads and buildings to canals and water-treatment facilities.

It is not necessary for the federal government to *directly* fund construction for

the Davis-Bacon and related acts to apply. For example, prevailing wage requirements may apply to contracts for construction activity with a federal interest through ownership participation or loan guarantees.

In some instances, construction work is performed under "force account." This is a situation in which an agency or grant recipient performs construction in-house, with its own employees, rather than contracting for the work. Such work is not subject to Davis-Bacon requirements except under statutes that fail to limit coverage to employees of contractors or subcontractors.

The Davis-Bacon and related acts do not cover the operation or routine maintenance of facilities. Coverage is extended only when painting or repair work is done.

Contracts with material suppliers or with manufacturers that produce, supply, or deliver items to a construction site are also outside the scope of the Davis-Bacon and related acts. If, however, a supplier, manufacturer, or carrier performs work directly on the project site or performs a portion of the contract as a subcontractor, the employed mechanics and laborers are subject to prevailing wage requirements.

### **Department of Labor authority and responsibility**

**The secretary of labor** The Davis-Bacon Act assigns the secretary of labor the responsibility of predetermining local prevailing wage rates and fringe benefits for classes of laborers and mechanics employed on projects of similar character. In addition, the secretary appoints members to the Wage Appeals Board and is directed to define standards, regulations, and procedures to ensure coordination in the administration and enforcement of the Davis-Bacon and related acts.

**The deputy under secretary for employment standards administration** The prescribed functions of the secretary of labor, except those relating to the Wage Appeals Board, have been delegated to the deputy under secretary for employment standards administration. In turn, the under secretary's responsibilities have been delegated to the administrator of the Wage and Hour Division.

**The Wage and Hour Division** Employment Standards Administration's Wage and Hour Division is responsible for planning, directing, and administering the Davis-Bacon and related acts. The division is authorized to conduct investigations regarding compliance with statutes, informally settle, adjust and adjudicate cases involving the payment of back wages, coordinate the enforcement activities of federal agencies having labor standards enforcement responsibilities, and request withholdings from accrued contract payments or advances to make required wage payments. The division also recommends the commencement of legal proceedings, refers cases to administrative law judges for resolution of factual disputes, issues rulings on legal issues, and initiates debarment actions.

The Wage and Hour Division carries out its Davis-Bacon responsibilities through its Washington, D.C., headquarters (the "national office"), its 10 regional offices, and its 64 area offices.

**The Branch of Construction Wage Determinations** Within the Wage and Hour Division, the Branch of Wage Determinations supervises a program of data collection,

analysis and study associated with wage determination operations. This branch is responsible for determining and issuing prevailing wage rates as required under the Davis-Bacon Act. To carry out this task, the branch develops guidelines for the uniform and consistent gathering of wage data, maintains and updates wage information data bases (for example, collective bargaining agreements, conformances, and previously established wage determinations), and administers Davis-Bacon wage surveys.

In addition to its data-gathering responsibilities, the branch responds to inquiries regarding the accuracy and application of Davis-Bacon determinations, maintains liaisons with government contracting agencies, contractor associations, and labor organizations, and provides technical assistance to the Office of the Solicitor in connection with wage determination cases under the Davis-Bacon and related acts.

**The Branch of Construction Contract Operations** The Wage and Hour Division's Branch of Construction Contract Operations is the focal point for enforcement of the Davis-Bacon and related acts such as the Copeland Act.

The Copeland Act regulates payroll deductions on federal or federally assisted construction, requiring contractors to submit weekly statements on the wages paid to each employee. This "anti-kickback" statute makes it punishable by a fine of up to \$5,000 or imprisonment up to five years or both to induce any person working on a federally funded or assisted construction project to "give up" any part of the compensation to which he or she is entitled under contract of employment.

The branch's work is primarily directed at reviewing and processing Davis-Bacon and related act "refusal to pay" disputes (for the recovery of back wages) and the examination of potential debarment cases. The branch also reviews all Wage and Hour field office and contracting agency enforcement reports for uniformity and consistency in the interpretation and application of established guidelines and procedures, serves as a liaison with representatives from other Department of Labor and federal agencies, advises on the need for new or revised policies and regulations, and prepares educational, promotional and explanatory materials.

**Wage and Hour Division regional and area offices** Regional offices are primarily responsible for collecting and compiling data on locally paid prevailing wage rates. In each of the 10 regional offices, a "wage specialist" serves as the regional authority for Davis-Bacon enforcement and wage surveying. Specialists are assisted by "wage analysts," typically two per regional office, who conduct Davis-Bacon wage surveys and compile wage rate information.

The 64 Wage and Hour Division area offices are rarely involved in Davis-Bacon surveys, but they are active in prevailing wage enforcement. Area office investigations are usually initiated by employee complaints, but occasionally, contracting agencies refer disputes. The area offices also conduct "directed studies" -- active examinations of recurrent problem areas. An investigation may include both payroll document review and on-site data collection.

When area offices substantiate complaints, they present the information to the contractors and request payment of back wages. Contractors usually comply with this request. In cases of noncompliance, the area offices request the Wage and Hour Division to begin withholding actions.

## **Other involved federal agencies and organizations**

**The Office of the Solicitor** The Office of the Solicitor provides legal advice and assistance to the Wage and Hour Division relative to the administration and enforcement of the Davis-Bacon and related acts. The solicitor represents the Department of Labor in cases before administrative law judges, the Wage Appeals Board, and civil courts.

**Wage Appeals Board** The Wage Appeals Board reviews enforcement actions and wage rate determinations and hears appeals concerning the payment of prevailing wage rates, classification challenges, wage determinations issued under the Davis-Bacon and related acts, debarment cases, and cases involving the assessment of liquidated damages under the Contract Work Hours and Safety Standards Act.

The board consists of three members appointed by the secretary of labor, with one designated as chair.

**Contracting agencies** Routine Davis-Bacon and related act enforcement and compliance responsibilities rest with the contracting agencies. Under current regulations, contractors and subcontractors must submit to the contracting agencies weekly certified payroll records and statements attesting compliance with the Davis-Bacon and Copeland acts. The agencies must regularly review this information and conduct any needed investigations. Complaints of alleged violations are given priority. When a contracting agency lacks the proper resources (for instance, staff or time) to carry out a proper investigation, complaints are referred to the Wage and Hour Division.

Contracting agencies must submit semiannual enforcement activity reports to the Wage and Hour Division. These reports supplement annual reports that outline construction programs for the upcoming year. Annual reports estimate the number of projects to be undertaken, the wage determinations required, the anticipated types of construction, and the locations of future work.

In addition to their enforcement responsibilities, contracting agencies are responsible for ensuring that appropriate wage determinations are incorporated in bid solicitations and contracts and that the work to which each wage determination applies is designated.

## **Character-similar construction classification**

The Davis-Bacon Act requires the predetermination of prevailing wage rates for projects of a "character similar to the contract work." To facilitate this, the Department of Labor groups construction into four major types.

- "Commercial building construction" is the construction of sheltered enclosures with walk-in access for housing persons, machinery, equipment, or supplies.
- "Highway construction" includes the construction of roads, streets, highways and other similar projects.
- "Residential construction" involves the construction of single-family houses or apartment buildings of no more than four stories.

- “Heavy construction” is a catchall grouping that includes projects not fitting under the other three types of construction.

Occasionally, the use of the generic “heavy construction” category is inappropriate. In these situations, the Wage and Hour Division issues more specific wage schedules. For example, separate heavy construction schedules have been issued for dams, water and sewer line projects, flood control projects, dredging, channel stabilization, river work, shipbuilding, water treatment plants, and well drilling.

### **Davis-Bacon wage surveys**

The Department of Labor has a long-standing policy of encouraging the voluntary submission of data for wage determination use. The department collects statements of wage rates paid on construction projects, signed collective bargaining agreements, rates determined for public construction by state and local officials pursuant to prevailing wage legislation, information furnished by federal and state agencies, and Davis-Bacon wage survey data. Most wage decisions are based on survey data provided by general, prime, and subcontractors.

Davis-Bacon wage surveys collect information on the wages and fringe benefits paid to mechanics and laborers working on construction projects of similar character in predetermined geographic areas and calendar periods. For Davis-Bacon purposes, the terms “laborer” and “mechanic” include “at least those workers who use tools or who are performing the work of a trade, as distinguished from mental or managerial.” Wage surveys are conducted by the Wage and Hour Division’s regional offices.

Because federally directed and assisted construction activity is not restricted to any specific geographic area of the nation or to any particular type of construction, the Wage and Hour Division’s data collection methods must be capable of determining wage patterns, including fringes, for virtually all classifications of construction workers in at least the four major types of construction, in more than 3,000 counties.

To facilitate the process, the Wage and Hour Division has contractual arrangements with Construction Resources Analysis of the University of Tennessee and with the F.W. Dodge Division of McGraw-Hill Information Systems. Construction Resources Analysis has developed and operates an automated system that produces lists of active construction projects by county and month for the entire nation. Construction Resources Analysis also conducts a number of Davis-Bacon wage surveys for the Wage and Hour Division. F.W. Dodge provides the Construction Resources Analysis model with monthly new-construction information and generates “Dodge Reports” used by the regional offices.

Because “perfect information” would be prohibitively expensive or impossible to attain, the Wage and Hour Division’s survey methodology focuses on reducing statistical bias. An 11-step process has been developed for the regional offices to ensure that projects and their contractors have equal probabilities of being identified, responding, and being included in the final data base from which prevailing rates are derived.

**STEP 1. Planning survey activity for the region.** The Regional Survey Planning

Report provides the regional offices with essential Davis-Bacon wage survey planning information. Data is provided by region, state, county, and type of construction for the number of active projects and their percent of the total, the number of federally owned projects and their percent of the total, the value of active construction projects and percent of the total, and the value of federally owned construction projects and percent of the total. The report also presents the date of the most recent wage survey for each county, whether the wage schedules for each county are union, open shop, or mixed, and whether the wage determinations for each county are published as general wage determinations or are issued on a project-by-project basis.

Annual survey priorities are determined through use of a uniform survey planning procedure. This system uses six criteria to weigh the need for surveys in each county and for each type of construction: the date of the most recent survey, the number of active projects, the value of active projects, reported agency construction plans, complaints and/or requests submitted by interested parties, and whether the past determination was a general wage determination or project decision.

Surveys are needed when an area has never been surveyed, the current survey is more than 2 years old, the number of area projects is 5 percent or more of the state total, the value of area projects is 5 percent or more of the state total, major agency construction efforts are planned, or complaints are supported by payroll data. Survey preference is given to published general determinations.

In data collection, the Wage and Hour Division usually designates the county as the principal "area" of focus, although in many cases more than one county is included in a specific data-gathering effort. Wage data from projects in metropolitan areas, however, cannot be used in making determinations for rural areas, and vice versa. For survey purposes, if a county is located in an area designated by the Office of Management and Budget as a "metropolitan statistical area," it is classified as a metropolitan area.

**STEP 2. Obtaining active project files and verifying their adequacy.** For each planned survey, Construction Resources Analysis produces a file that identifies all active projects for the type (that is, residential, building, heavy, or highway), geographic area, and time reference frame requested. If the number of projects is sufficient for survey purposes, the listing is mailed to the regional office and Dodge Reports are ordered. Dodge Reports provide descriptions of projects and their current status, cost data, general contractor and subcontractor information, and the names and addresses of owners. If the number of listed projects is inadequate, the file may be expanded by increasing the length of the survey time period.

**STEP 3. Establishing the survey data base.** The project file produced by Construction Resources Analysis provides a foundation for the survey data base. The file identifies projects valued in excess of \$2,000 for the time period, type of construction and geographic area requested. Dodge-based data, however, is limited and additional procedures are necessary to fully establish the survey data base.

Although Dodge data contains estimates of the number of single-unit and two- to four-unit residential buildings, owner or contractor information is not provided. Building permit offices, planning agencies, local home builder associations and building supply firms must be contacted to identify the names of contractors associated with residential development.

Construction Resources Analysis project files identify federally owned projects, but federally assisted (that is, Davis-Bacon Act) projects are not distinguished. Data on these projects is excluded when sufficient data from private building and residential projects is available. Heavy and highway construction surveys include Davis-Bacon as well as private projects.

Dodge Reports do not identify all subcontractors, making it necessary to contact general contractors for the names and addresses of their subcontractors. General contractors are also asked to supply information on additional projects that may meet survey criteria.

**STEP 4. Notifying national and local interested parties.** After an active project list is ordered from Construction Resources Analysis, national and local interested parties are notified by letter of the impending survey. In addition to written notifications, regional office staff often arrange meetings with representatives of local organizations (for example, Associated Builders and Contractors, Associated General Contractors, Building Trades Councils, city or county offices responsible for public construction, and specialty trade contractor associations). These meetings serve to increase a survey's response rate, reliability, and representativeness. The representatives are briefed on the survey's boundary frame, time period, and active project file composition and are asked to encourage contractors to respond to the survey when contacted.

**STEP 5. Conducting the survey.** The Davis-Bacon wage survey requests each contractor and subcontractor from the survey data base to fill out a "Report of Construction Contractor's Wage Rates" (form WD-10) or a comparable document providing the contractor's name and address, a description of the project and its location, the value of the project, starting and completion dates, the peak number of workers employed in each classification (carpenters, electricians, laborers, etc.) and the wage rates, including fringes, paid to each worker. Form WD-10 is shown in Appendix M.

In determining prevailing wages, a "peak week" concept is used. This method allows the collected data to reflect a payroll period when the greatest number of workers was used.

For Davis-Bacon purposes, fringe benefits include medical or hospital care; pensions, retirement or death payments; compensation for injuries or illnesses resulting from occupational activity; insurance to provide unemployment benefits; life insurance; disability and sickness insurance; accident insurance; vacation and holiday pay; and apprenticeship or similar training program costs. Benefits required by other federal, state, or local laws, such as unemployment insurance contributions or Social Security, are not classified as fringe benefits.

Wage rate information for apprentices and trainees is not solicited because wage determinations are not issued for those classifications. In addition, information is not collected for working foremen because the Davis-Bacon and related acts do not apply to workers whose duties are primarily administrative, executive or clerical.

An eight-week period, from receipt of the Dodge slips to survey cutoff, is usually adequate time for the process. Late data is identified, but not used, and forwarded to the Branch of Construction Wage Determinations with the final survey report.

**STEP 6. Conducting follow-up.** If responses to mailed WD-10 forms have not been received within two weeks, follow-up cards are sent to non-respondents. If after four weeks responses still have not been received, a telephone follow-up is made. When it is impractical to telephone each non-respondent, a random telephone and mail follow-up procedure is used. For example, every third or fourth respondent may be called, with the others receiving a second letter. To avoid introducing statistical bias, all follow-up activity is applied equally to the entire group of non-respondents.

All parties furnishing wage payment data are sent letters acknowledging the receipt of their information. This reassures respondents that their information will be considered in the wage determination process.

**STEP 7. Clarifying and analyzing the data.** In this step, the regional offices reconcile ambiguities and incompleteness in the survey data and investigate unique "area practice" issues.

Often, it is necessary to contact contractors to clarify their input. For instance, occupational classifications and fringe benefit composition often require further definition. Regional office analysts also telephone contractors involved in "mixed construction" projects (for example, water treatment plants, sewer plants, power plants, airports, and buildings with large parking areas or extensive landscaping) to clarify their type.

It is possible for a wage survey to produce a variety of collective bargaining agreement rates for a single craft. This variation is caused by the time coverage of the survey. If, through follow-up, an analyst determines that the various rates were in fact current collective bargaining rates, the data is combined at the current collective bargaining rate. If the analyst cannot confirm that the rates were collective bargaining agreements, the data is used as reported.

Area practice issues are also clarified at this time. Questions regarding the proper classification for work performed by laborers or mechanics, or the proper type of construction (building, residential, heavy, or highway) for work performed on multiple-wage-schedule projects, are resolved with "area practice surveys." These surveys, conducted by the regional offices, identify craft content as well as other local practices and customs that may significantly affect the development and application of wage determinations.

**STEP 8. Recording and tabulating data.** After a survey has been closed and the data clarified, the regional offices assemble the information for review. Data from all valid WD-10 forms is recorded in a standardized format. All original records are preserved.

**STEP 9. Determining the adequacy of the data.** After recording and standardizing the survey information, the regional offices analyze the adequacy of the wage and fringe benefit data.

The usable response rate is computed by dividing the number of usable responses (that is, properly filled-out WD-10 forms) received by the total number of contacts made with general and subcontractors. In most instances, the overall usable response rate must meet or exceed 25 percent.

If the survey response rate is inadequate, the Branch of Construction Wage Determinations should be notified. Consideration is then given to further follow-up efforts and/or expanding the scope of the survey.

In most cases, when the usable survey response rate is 25 percent or more, data is received for a substantial number of workers in each of the major classes. However, for surveys conducted in rural counties or for highly specialized classes, data may be provided for only a small number of employees. In such cases, wage rates can be recommended only when information on at least six workers is received from three or more contractors that account for less than 60 percent of total reported employment. If the overall usable survey rate is 50 percent or more, data on only three workers, from two contractors, may be used.

**STEP 10. Calculating prevailing wage and fringe benefit rates.** Basic rates are computed by using either the wages paid to a majority of workers in each classification or, if no majority exists, a weighted average. In exact terms, the Department of Labor's rules state: "The 'prevailing wage' shall be the wage paid to the majority (more than 50 percent) of the laborers or mechanics in the classification on similar projects in the area during the period in question. If the same wage is not paid to a majority of those employed in the classification, the 'prevailing wage' shall be the average of the wages paid, weighted by the total number of employees in the classification."

Fringe benefits are calculated collectively in a separate process. In cases where a majority of employees in any one craft receive the same basic hourly rate and the same fringe benefit amount, that rate and fringe package prevails. If more than 50 percent of the employees in a single classification are paid any fringe benefits, fringe benefits prevail. If fringe benefits prevail and more than 50 percent of the employees receiving fringe benefits are paid the same total rate, that total rate prevails. In situations where fringe benefits prevail, but fewer than 50 percent of the employees receive the same rate, the weighted fringe benefit average prevails. When more than 50 percent of the employees in a single classification are not paid fringes, a rate of zero prevails.

**STEP 11. Transmitting results and recommendations to the national office.** Upon closure of the Davis-Bacon wage survey process, the regional offices send results, recommendations, and compilations of survey data to the national office. Their reports include all WD-10 forms, forms that standardize WD-10 information, all "Survey Management Information Sheets" (forms completed for each survey to improve future survey planning), a transmittal memorandum noting special situations or problems encountered, explanations for any data not included, and a "Construction Wage Survey Diary Sheet," noting the dates of the survey, those who worked on it, what tasks they performed, and the work-hours associated with each activity.

### **Evaluating survey data**

The authority to issue wage rate determinations rests with the administrator of the Wage and Hour Division, but before doing so, a thorough evaluation of the survey material is conducted by the Branch of Construction Wage Determinations. The information is reviewed using the same criteria used in the regional offices.

If a systematic review determines that the completed survey adequately meets Wage and

Hour Division standards, the recommended schedule of prevailing wage rates is accepted as the basis for issuing future wage determinations. Surveys are returned to the regional offices when major deficiencies are found.

### **Issuing prevailing wage rates**

The Wage and Hour Division issues two types of wage determinations: "general determinations," also known as "area determinations," and "project determinations." For Davis-Bacon and related act purposes, the term "wage determination" includes the original decision and any subsequent decisions modifying, superseding, correcting, or otherwise changing the provisions of the original decision.

**General wage determinations** General wage determinations are issued when wage patterns in a given location, for a particular type of construction, are well established and a recurring need for the determined rates is apparent. General wage decisions contain no expiration date and remain in effect until modified, superseded, or withdrawn. Updates to the determinations are made on a weekly basis, with notice given in the Federal Register.

As of 1985, about half the counties in the United States were covered by general wage determinations for building construction. General determinations for highway construction were applied to nearly all areas and approximately three-quarters of the counties were encompassed by heavy construction general determinations. Few general determinations were issued for residential construction.

General wage determinations are published in *General Wage Determinations Issued Under the Davis-Bacon and Related Acts*, a publication offered on an annual subscription basis, with weekly updates mailed to subscribers. For those not wishing to subscribe, the publication is available at all 50 regional government depository libraries and many of the 1,400 government depository libraries.

**Project wage decisions** Project wage determinations are issued by the Branch of Construction Wage Determinations at the request of a contracting agency. These wage determinations are applicable to the named project only and expire 180 days from the date of issuance. Requests for project wage determinations are usually processed within 30 days.

When the Branch of Construction Wage Determinations receives a request for a project decision, the application is first screened to determine whether the Davis-Bacon or related acts apply. If the request is covered, the branch determines the project's type (building, heavy, highway, residential, or some combination). Published general wage determinations are then checked to see if any apply. If one does, the request is returned, advising the agency to use the appropriate general wage determination.

If no general determination applies, available survey and collective bargaining data is reviewed for possible use. When satisfactory wage schedule information is available, a determination is drafted by the Branch of Construction Wage Determinations and issued to the requesting agency. A copy is sent to the appropriate regional office with an explanation of the determination. When available survey and collective bargaining data is inappropriate for use, the branch produces a schedule through collective bargaining updates or plans a new survey.

“Installation wage determinations” are project wage determinations issued for large military installations involved in the letting of numerous construction contracts. They are granted to eliminate the issuance of many individual determinations. As with project determinations, installation determinations are not issued in areas covered by general determinations.

“Special project determinations” are project-type determinations issued to contracting agencies that fail to include required wage decisions in their contract specifications. A special project determination reflects the rates effective on the date of the contract award and is retroactive to that date.

Under certain conditions, a project wage determination may be extended beyond its expiration date. Extension requests are made to the Wage and Hour Division administrator and must be supported by written explanations. If the request is denied, the Branch of Construction Wage Determinations issues a new wage determination for the project.

### **Post-determination actions**

Adjustments are occasionally made after project and general wage determinations are issued. These post-determination actions fall into three general categories: the updating of wage determinations based on collective bargaining agreements; the issuance of modifications, supersedeas, and letters of inadvertence; and conformance-related activities.

**Updating determinations based on collective bargaining agreements** When a collective bargaining agreement rate prevails, all general determinations and outstanding project determinations must be regularly updated using current collective bargaining rate data. To accomplish this, the Branch of Construction Wage Determinations continually compiles collective bargaining agreements from the various construction trade unions. Since many of these agreements span more than one year and contain various escalation clauses, the branch must regularly review these files and make appropriate modifications. For instance, modifications are required when negotiated changes are made to existing agreements.

In some cases, collective bargaining agreements designate dual rates for particular classes of workers (for example, different rates for electrical installations above and below \$150,000). If one of a collective bargaining agreement’s dual rates prevails, both are included in the wage decision.

When a review indicates that the current collective bargaining agreement rate for a classification no longer prevails, the branch takes steps to initiate a wage survey.

**Issuing modifications, supersedeas, and letters of inadvertence** Modifications are issued to bring provisions of original determinations up to date and are limited generally to one or a few classifications. When existing wage determinations are modified, notice is published in the Federal Register.

Supersedeas are issued to bring provisions of original decisions up to date, but unlike modifications they involve a large number of craft or job classifications. Notices of supersedeas are published in the Federal Register.

Letters of inadvertence are issued to correct errors in the written text of a wage determination -- typographical errors in the rates and other clerical processing mistakes. They are not used to correct errors in judgment.

**Conformances and additional classifications** After a contract is awarded, a contracting agency may request that the Branch of Construction Wage Determination add a needed classification and wage rate to the contract's wage determination. This action is called a "conformance" or "additional classification." Conformance requests are analyzed, using a set of five criteria:

- The proposed work cannot be performed by a classification already in the wage determination.
- Information must indicate that the classification is used in the area by the local construction industry.
- The proposed wage rate, including fringe benefits, must be conformable (that is, bear a reasonable relationship to the wage rates in the determination).
- The involved parties (the contractor, the employees to be used in the new classification, if known, or their representative, and the contracting officer) must agree on the necessity of the additional classification.
- The request must not be for apprentices or trainees.

The "helper" classification can be approved only when the use of helpers is an established prevailing practice. The duties of the helper must be clearly defined and distinct from the duties of the "journeyman" and "laborer" classifications and the helper cannot be a "trainee" in an informal training program.

### **The appeals process**

Any "interested person" may request the administrator of the Wage and Hour Division to review and reconsider past wage determinations or conformance action decisions. Appeals must be written, accompanied by supporting information, and, except in contested conformance cases, made before any contract is awarded. Appeals associated with wage rate changes must be made before a project's bid-opening date.

If reconsideration is sought and denied, individuals may appeal to the Wage Appeals Board for review of the administrative decision.

For Davis-Bacon and related act purposes, the term "interested person" includes, without limitation, "any contractor, or any association representing a contractor, who is likely to seek or to work under a contract containing a particular wage determination, or any laborer or mechanic, or any labor organization which represents a laborer or mechanic, who is likely to be employed or to seek employment under a contract containing a particular wage determination, and any federal, state, or local agency concerned with the administration of a proposed contract or contract containing a particular wage determination issued pursuant to the Davis-Bacon Act or any of its related statutes."

## Minnesota and federal prevailing wage rate comparisons

Comparisons of Minnesota and federal prevailing wage rates used on Sept. 1, 1990, are shown in Appendices N and O. Appendix N contains comparisons, by work classification, for commercial construction. Federal commercial rates were taken from the 1990 edition of *General Wage Determinations*, updated as of Aug. 10, 1990.

Minnesota prevailing wage rates for commercial construction were provided by the Department of Labor and Industry. Zone I (northern) rates were effective Aug. 1, 1990, Zone II (central) rates June 11, 1990, and Zone III (southern) rates April 1, 1990.

Highway/heavy construction comparisons, by work classification, are presented in Appendix O. Federal rates used in the comparisons were taken from the 1990 edition of *General Wage Determinations*, updated as of Aug. 10, 1990. Minnesota prevailing wage rates for highway/heavy construction were provided by Labor and Industry. Zone I (northern) rates were effective Feb. 1, 1990, Zone II (central) rates June 11, 1990, and Zone III (southern) rates Oct. 1, 1989.

Comparisons of 1,181 commercial construction rates were made from a list of 61 potential classifications in 83 counties (federal commercial building rates were not provided for Brown, Fillmore, Houston, and Kanabec counties).

In 22.7 percent (268) of the comparisons, federal wage rates were higher than Minnesota wage rates.

In 49.7 percent (587) of the comparisons, Minnesota wage rates were higher than federal wage rates.

In 27.6 percent (326) of the comparisons, Minnesota and federal wage rates were equal.

Minnesota commercial rates ranged from \$14.19 below to \$12.25 above comparable federal rates. On average, Minnesota prevailing wage rates were about 35 cents higher than corresponding federal rates.

Comparisons of 961 highway/heavy construction rates were made from a list of 61 potential classifications in 69 counties (federal highway/heavy construction rates were not provided for Aitkin, Crow Wing, Isanti, Itasca, Jackson, Kanabec, Koochiching, McLeod, Martin, Meeker, Mille Lacs, Morrison, Nicollet, Nobles, Pine, Rice, Rock, and Watonwan counties).

In 13.9 percent (134) of the comparisons, federal wage rates were higher than Minnesota wage rates.

In 49.8 percent (479) of the comparisons, Minnesota wage rates were higher than federal wage rates.

In 36.2 percent (348) of the comparisons, Minnesota and federal wage rates were equal.

Minnesota highway/heavy construction rates ranged from \$8.90 below to \$10.85 above comparable federal rates. On average, Minnesota prevailing wage rates were about

\$1.38 higher than corresponding federal rates.

It is important to note that comparisons between Minnesota and federal prevailing wage rates are problematic for a number of reasons. First, it is possible that the two rates reflect different time periods. Whereas Minnesota must annually or semiannually issue wage determinations, federal rates may lag. There is no requirement for yearly federal surveys. Only federal rates that are collectively bargained are automatically updated. Federal nonunion rates may not be current.

Some rate disparities may be attributed to differing definitions and classification schemes. Federal rates are determined for four types of construction (commercial, highway, residential, and heavy) whereas Minnesota certifies for two groups (commercial and a combination of highway/heavy construction). The federal government also provides "building" as well as "site preparation, excavation, and incidental paving" wage rates for some commercial classification (for example, carpenters). Minnesota wage rates are not separated in this manner.

Contrasting survey methodologies may produce some wage rate variation. Minnesota and the federal government survey different populations, with each employing a distinct data collection method. Federal rates are based on "peak week" information (data reflecting a payroll week when the greatest number of workers were used) while Minnesota rates are based on total project hours. In addition, the federal survey process contains more elaborate follow-up procedures for nonresponse.

Perhaps most important, wage rates may differ because Minnesota and federal calculation methods contrast. Minnesota wage determinations are based on the actual wage rates paid to the largest number of workers within each labor classification reported in a survey. This is a strict modal formula. Federal rates, however, are computed by using either the wages paid to a majority of workers in each classification, or, if no majority exists, a weighted average.

## **Other sources of construction wage data**

Management Analysis attempted to compare Minnesota's prevailing wage rates with other sources of construction wage data, but suitable information was not found. For the comparisons to be meaningful, 1990 hourly wage figures grouped by specific, well defined job classifications (for example, carpenter, air compressor operator, and common laborer) were needed for every Minnesota county. Calculation procedures for these wage figures needed to be clearly explained (that is, whether fringe benefits were included and, if so, what constituted a fringe benefit) and the methodology for their collection adequately described.

In searching for appropriate comparison data, a number of sources were examined:

*Employment and Earnings*, published by the U.S. Bureau of Labor Statistics, provided average hourly earnings for a variety of construction classifications at the state level. Information was not provided for individual counties.

*Minnesota Salary Survey by Area, 1990*, published by the Minnesota Department of Jobs and Training, presented wages, by percentile rankings, for a limited number of construction occupations in six state areas. County-level information was not provided.

*Minnesota Employment and Wages by Economic Region and County*, published quarterly by the Minnesota Department of Jobs and Training, presented average weekly wages at the county level for three general classifications of construction: general, heavy and special trades.

*Minnesota Average Covered Employment and Wages by Economic Region and County*, published annually by the Minnesota Department of Jobs and Training, presented "total active units" (that is, work sites), average employment, and total wages for three general categories of construction: general, heavy and special trade. Information was presented at the county level, but hourly wages were not provided.

*Employment, Hours and Earnings, States and Areas, 1972-1987*, published by the U.S. Bureau of Labor Statistics, presented average construction figures for the state and several metropolitan areas.

*County Business Patterns*, published annually by the U.S. Bureau of the Census, presented annual payroll data for a number of contract construction classifications at the county level. Average hourly wages were not provided.

Management Analysis examined F.W. Dodge/McGraw-Hill Information Systems data for possible use. Available information was oriented toward marketing and obtaining contracts in the construction industry (for example, sales leads, sales management, and bidding documents). Adequate information regarding specific work classifications' wage rates was not readily available.

## Conclusions

Use of construction wage rate data from an alternative source would provide Department of Labor and Industry staff more time to devote to prevailing wage enforcement and education. Management Analysis investigated alternative sources of wage data to determine prevailing wage rates, but suitable data was not found. Wage data currently published is insufficient to provide information required to administer the prevailing wage law. Fringe benefits are not included, job classifications are not represented, and data is aggregated at a level too high to be useful for current purposes.

Other alternatives for setting wage rates are to use collective bargaining contract rates or Davis-Bacon rates, or to contract with another organization, such as the Department of Jobs and Training, to conduct wage surveys.

Currently, eight states adopt collective bargaining contract rates. Two states adopt federal Davis-Bacon rates. Use of either system raises concerns with Minnesota stakeholders.

The advantage of using collective bargaining contract rates is that the intent of the law would be clear. That is, Minnesota would define itself as a "union state." The disadvantages are that collective bargaining contract rates do not necessarily prevail in all counties, contractors would still have both state and federal rates to work with, and nonunion contractors would probably not participate in state projects.

The advantage of adopting Davis-Bacon rates is that there would be one concept and

one set of wage rates to work with. The disadvantages are that control is outside state government, it is difficult to understand rate material published by the Department of Labor, and it is difficult to get questions answered. Also, rates published by the federal government may not be current.

## **Recommendations**

- 1. The legislature should debate the merits of adopting collective bargaining contract rates or Davis-Bacon rates. Currently, legislation, rules, and staff resources primarily address the wage rate determination process. Enforcement and education require further attention. If additional staffing for the prevailing wage program is unlikely, use of an alternative source for wage rate determinations would allow the Department of Labor and Industry to redirect its mission and efforts to education services and prevailing wage enforcement.**
- 2. It is recommended that the legislature consider alternatives for setting prevailing wage rates in its deliberations and examine priorities for the prevailing wage program.**



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# APPENDICES

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- A. The Davis-Bacon Act, as amended
  - B. Minnesota prevailing wage law
  - C. Minnesota prevailing wage rules
  - D. Minnesota wage determination zones
  - E. Notice to city and county officials
  - F. Minnesota prevailing wage survey form and cover letter
  - G. Sample wage determinations posting: Koochiching County
  - H. Prevailing wage complaint form
  - I. Request for records
  - J. Notice of labor law violation
  - K. County wage rate comparisons: commercial construction
  - L. County wage rate comparisons: highway and heavy construction
  - M. U.S. Department of Labor form WD-10
  - N. Comparisons of federal and Minnesota prevailing wage rates:  
commercial construction
  - O. Comparisons of federal and Minnesota prevailing wage rates:  
highway and heavy construction
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**Appendix A.**

**THE DAVIS-BACON ACT,  
AS AMENDED**

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## DAVIS-BACON ACT

[Public—No. 403—74th Congress]

[S. 3303]

AN ACT

To amend the Act approved March 3, 1931, relating to the rate of wages for laborers and mechanics employed by contractors and subcontractors on public buildings.

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,* That the Act entitled "An Act relating to the rate of wages for laborers and mechanics employed on public buildings of the United States and the District of Columbia by contractors or subcontractors, and for other purposes," approved March 3, 1931, is amended to read as follows:

"That the advertised specifications for every contract in excess of \$2,000, to which the United States or the District of Columbia is a party, for construction, alteration, and/or repair, including painting and decorating, of public buildings or public works of the United States or the District of Columbia within the geographical limits of the States of the Union or the District of Columbia, and which requires or involves the employment of mechanics and/or laborers shall contain a provision stating the minimum wages to be paid various classes of laborers and mechanics which shall be based upon the wages that will be determined by the Secretary of Labor to be prevailing for the corresponding classes of laborers and mechanics employed on projects of a character similar to the contract work in the city, town, village, or other civil subdivision of the State in which the work is to be performed, or in the District of Columbia if the work is to be performed there; and every contract based upon these specifications shall contain a stipulation that the contractor or his subcontractor shall pay all mechanics and laborers employed directly upon the site of the work, unconditionally and not less often than once a week, and without subsequent deduction or rebate on any account, the full amounts accrued at time of payment, computed at wage rates not less than those stated in the advertised specifications, regardless of any contractual relationship which

may be alleged to exist between the contractor or subcontractor and such laborers and mechanics, and that the scale of wages to be paid shall be posted by the contractor in a prominent and easily accessible place at the site of the work; and the further stipulation that there may be withheld from the contractor so much of accrued payments as may be considered necessary by the contracting officer to pay to laborers and mechanics employed by the contractor or any subcontractor on the work the difference between the rates of wages required by the contract to be paid laborers and mechanics on the work and the rates of wages received by such laborers and mechanics and not refunded to the contractor, subcontractors, or their agents.

"Sec. 2. Every contract within the scope of this Act shall contain the further provision that in the event it is found by the contracting officer that any laborer or mechanic employed by the contractor or any subcontractor directly on the site of the work covered by the contract has been or is being paid a rate of wages less than the rate of wages required by the contract to be paid as aforesaid, the Government may, by written notice to the contractor, terminate his right to proceed with the work or such part of the work as to which there has been a failure to pay said required wages and to prosecute the work to completion by contract or otherwise, and the contractor and his sureties shall be liable to the Government for any excess costs occasioned the Government thereby.

"Sec. 3. (a) The Comptroller General of the United States is hereby authorized and directed to pay directly to laborers and mechanics from any accrued payments withheld under the terms of the contract any wages found to be due laborers and mechanics pursuant to this Act; and the Comptroller General of the United States is further authorized and is directed to distribute

a list to all departments of the Government giving the names of persons or firms whom he has found to have disregarded their obligations to employees and subcontractors. No contract shall be awarded to the persons or firms appearing on this list or to any firm, corporation, partnership, or association in which such persons or firms have an interest until three years have elapsed from the date of publication of the list containing the names of such persons or firms.

“(b) If the accrued payments withheld under the terms of the contract, as aforesaid, are insufficient to reimburse all the laborers and mechanics with respect to whom there has been a failure to pay the wages required pursuant to this Act, such laborers and mechanics shall have the right of a action and/or of intervention against the contractor and his sureties conferred by law upon persons furnishing labor or materials, and in such proceedings it shall be no defense that such laborers and mechanics accepted or agreed to accept less than the required rate of wages or voluntarily made refunds.

“Sec. 4. This Act shall not be construed to supersede or impair any authority otherwise granted by Federal law to provide for the establishment of specific wage rates.

“Sec. 5. This Act shall take effect thirty days after its passage, but shall not affect any contract then existing or any contract that may thereafter be entered into pursuant to invitations for bids that are outstanding at the time of the passage of this Act.

“Sec. 6. In the event of a national emergency the President is authorized to suspend the provisions of this Act.

“Sec. 7. The funds appropriated and made available by the Emergency Relief Appropriation Act of 1935 (Public Resolution Numbered 11, 74th Congress), are hereby made available for the fiscal year ending June 30, 1936, to the Department of Labor for expenses of the administration of this Act.”

Approved, August 30, 1935.

## AMENDMENT

[Public—No. 633—76th Congress]

[Chapter 373—3d Session]

[S. 3650]

AN ACT

To require the payment of prevailing rates of wages on Federal public works in Alaska and Hawaii.

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,* That section 1 of the Act entitled “An Act relating to the rate of wages for laborers and mechanics employed on public buildings of the United States and the District of Columbia by contractors and subcontractors, and for other purposes,” approved March 3, 1931 (46 Stat. 1494), as amended, is further amended by striking out the words “States of the Union or the District of Columbia” and inserting in lieu thereof “States of the Union, the Territory of Alaska, the Territory of Hawaii, or the District of Columbia”; and by striking out the words “or other civil subdivision of the State” and inserting in lieu thereof “or other civil subdivision of the State, or the Territory of Alaska or the Territory of Hawaii”.

Sec. 2. The amendments made by this Act shall take effect on the thirtieth day after the date of enactment of this Act, but shall not affect any contract in existence on such effective date or made thereafter pursuant to invitations for bids outstanding on the date of enactment of this Act.

Approved, June 15, 1940.

[40 U. S. Code, sec. 276a-7]

The fact that any contract authorized by any Act is entered into without regard to section 5 of Title 41, or upon a cost-plus-a-fixed-fee basis or otherwise without advertising for proposals, shall not be construed to render inapplicable the provisions of sections 276a to 276a-5 of this title, if such Act would otherwise be applicable to such contract. March 23, 1941, 12 noon, ch. 26, 55 Stat. 53; Aug. 21, 1941, ch. 395, 55 Stat. 658.

## AMENDMENT

[Public—No. 88-349—88th Congress]

July 2, 1964

[H.R. 6041]

### AN ACT

To amend the prevailing wage section of the Davis-Bacon Act, as amended; and related sections of the Federal Airport Act, as amended; and the National Housing Act, as amended.

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled*, That section 1 of the Act of March 3, 1931, as amended (46 Stat. 1494, as amended; 40 U.S.C. 276a), is hereby amended by designating the language of the present section as subsection (a) and by adding at the end thereof the following new subsection (b):

“(b) As used in this Act the term ‘wages’, ‘scale of wages’, ‘wage rates’, ‘minimum wages’, and ‘prevailing wages’ shall include—

“(1) the basic hourly rate of pay; and

“(2) the amount of—

“(A) the rate of contribution irrevocably made by a contractor or subcontractor to a trustee or to a third person pursuant to a fund, plan, or program; and

“(B) the rate of costs to the contractor or subcontractor which may be reasonably anticipated in providing benefits to laborers and mechanics pursuant to an enforceable commitment to carry out a financially responsible plan or program which was communicated in writing to the laborers and mechanics affected,

for medical or hospital care, pensions on retirement or death, compensation for injuries or illness resulting from occupational activity, or insurance to provide any of the foregoing, for unemployment benefits, life insurance, disability and sickness insurance, or accident insurance, for vacation and holiday pay, for defraying costs of apprenticeship or other similar programs, or for other bona fide fringe benefits, but only where the contractor or subcontractor is not required by other Federal, State, or local law to provide any such benefits:

*Provided*, That the obligation of a contractor or subcontractor to make payment in accordance with the prevailing wage determinations of the Secretary of Labor, insofar as this Act and other Acts incorporating this Act by reference are concerned may be discharged by the making of payments in cash, by the making of contributions of a type referred to in paragraph (2) (A), or by the assumption of an enforceable commitment to bear the costs of a plan or program of a type referred to in paragraph (2) (B), or any combination thereof, where the aggregate of any such payments, contributions, and costs is not less than the rate of pay described in paragraph (1) plus the amount referred to in paragraph (2).

“In determining the overtime pay to which the laborer or mechanic is entitled under any Federal law, his regular or basic hourly rate of pay (or other alternative rate upon which premium rate of overtime compensation is computed) shall be deemed to be the rate computed under paragraph (1), except that where the amount of payments, contributions, or costs incurred with respect to him exceeds the prevailing wage applicable to him under this Act, such regular or basic hourly rate of pay (or such other alternative rate) shall be arrived at by deducting from the amount of payments, contributions, or costs actually incurred with respect to him, the amount of contributions or costs of the types described in paragraph (2) actually incurred with respect to him, or the amount determined under paragraph (2) but not actually paid, whichever amount is the greater.”

Sec. 2. Section 15(b) of the Federal Airport Act, as amended (60 Stat. 178, as amended; 49 U.S.C. 1114(b)), is hereby amended by inserting the words “in accordance with the Davis-Bacon Act, as amended (40 U.S.C. 276a—276a-5)” after the words “Secretary of Labor.”

Sec. 3. Section 212(a) of the National Housing Act, as amended (53 Stat. 208, as amended; 12 U.S.C. 1715(c)), is hereby amended by inserting the words “in accordance with the Davis-Bacon Act, as amended (40 U.S.C. 276a—276a-5),” after the words “Secretary of Labor.”

Sec. 4. The amendments made by this Act shall take effect on the ninetieth day after the date of enactment of this Act, but shall not affect any contract in existence on such effective date or made there- after pursuant to invitations for bids outstanding on such effective date and the rate of payments specified by section 1(b) (2) of the Act of March 3, 1931, as amended by this Act, shall, during a period of two hundred and seventy days after such effective date, become effective only in those cases and reasonable classes of cases as the Secretary of Labor, acting as rapidly as practicable to make such rates of payments fully effective, shall by rule or regulation provide.

Federal con-  
struction con-  
tract laborers.  
Fringe  
benefits.  
49 Stat. 1011.

78 STAT. 238.  
78 STAT. 239.

Trustee con-  
tribution.

Benefit costs.

Payor obliga-  
tions, method  
of payment.

Overtime pay  
computation,  
exclusion of  
benefit costs.

Airport  
projects.  
63 Stat. 480.  
49 Stat. 1011.  
Housing  
projects.  
53 Stat. 807;  
73 Stat. 667.  
12 USC 1715c.

Effective date.  
78 STAT. 239.  
78 STAT. 240.



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**Appendix B.**

**MINNESOTA  
PREVAILING WAGE LAW**

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**177.41 STATE PROJECTS AND STATE HIGHWAY CONSTRUCTION; PUBLIC POLICY.**

It is in the public interest that public buildings and other public works be constructed and maintained by the best means and highest quality of labor reasonably available and that persons working on public works be compensated according to the real value of the services they perform. It is therefore the policy of this state that wages of laborers, workers, and mechanics on projects financed in whole or part by state funds should be comparable to wages paid for similar work in the community as a whole.

*History: 1973 c 724 s 1; 1975 c 191 s 1; 1984 c 628 art 4 s 1*

**177.42 DEFINITIONS.**

Subdivision 1. As used in sections 177.41 to 177.44 the terms defined in this section have the meanings given them except where the context indicates otherwise.

Subd. 2. "Project" means erection, construction, remodeling, or repairing of a public building or other public work financed in whole or part by state funds.

Subd. 3. "Area" means the county or other locality from which labor for any project is normally secured.

Subd. 4. "Prevailing hours of labor" means the hours of labor per day and per week worked within the area by a larger number of workers of the same class than are employed within the area for any other number of hours per day and per week. The prevailing hours of labor may not be more than eight hours per day or more than 40 hours per week.

Subd. 5. "Hourly basic rate" means the hourly wage paid to any employee.

Subd. 6. "Prevailing wage rate" means the hourly basic rate of pay plus the contribution for health and welfare benefits, vacation benefits, pension benefits, and any other economic benefit paid to the largest number of workers engaged in the same class of labor within the area and includes, for the purposes of section 177.44, rental rates for truck hire paid to those who own and operate the truck. The prevailing wage rate may not be less than a reasonable and living wage.

*History: 1973 c 724 s 2; 1975 c 191 s 2; 1984 c 628 art 4 s 1*

**177.43 CONTRACTS FOR STATE PROJECTS; PENALTY.**

Subdivision 1. **Hours of labor.** Any contract which provides for a project must state that:

(1) no laborer or mechanic employed directly on the project work site by the contractor or any subcontractor, agent, or other person doing or contracting to do all or a part of the work of the project, is permitted or required to work more hours than the prevailing hours of labor unless paid for all hours in excess of the prevailing hours at a rate of at least 1-1/2 times the hourly basic rate of pay; and

(2) a laborer or mechanic may not be paid a lesser rate of wages than the prevailing wage rate in the same or most similar trade or occupation in the area.

Subd. 2. **Exceptions.** This section does not apply to wage rates and hours of employment of laborers or mechanics who process or manufacture materials or products or to the delivery of materials or products by or for commercial establishments which have a fixed place of business from which they regularly supply processed or manufactured materials or products. This section applies to laborers or mechanics who deliver mineral aggregate such as sand, gravel, or stone which is incorporated into the

work under the contract by depositing the material substantially in place, directly or through spreaders, from the transporting vehicle.

Subd. 3. **Contract requirements.** The contract must specifically state the prevailing wage rates, prevailing hours of labor, and hourly basic rates of pay.

Subd. 4. **Determination by commissioner.** The prevailing wage rates, prevailing hours of labor, and hourly basic rates of pay for all trades and occupations required in any project must be ascertained before the state asks for bids. The commissioner of labor and industry shall investigate as necessary to ascertain the information. The commissioner shall keep the information posted on the project in at least one conspicuous place for the information of the employees working on the project. A person aggrieved by a final determination of the commissioner may petition the commissioner for reconsideration of findings. A person aggrieved by a decision of the commissioner after reconsideration may, within 20 days after the decision, petition the commissioner for a public hearing in the manner of a contested case under sections 14.57 to 14.61.

Subd. 5. **Penalty.** It is a misdemeanor for an officer or employee of the state to execute a contract for a project without complying with this section, or for a contractor, subcontractor, or agent to pay any laborer, worker, or mechanic employed directly on the project site a lesser wage for work done under the contract than the prevailing wage rate as stated in the contract. This misdemeanor is punishable by a fine of not more than \$700, or imprisonment for not more than 90 days, or both. Each agent or subcontractor shall furnish to the contractor evidence of compliance with this section. Each day a violation of this section continues is a separate offense.

Subd. 6. **Examination of records.** The department of labor and industry shall enforce this section. The department may demand, and the contractor and subcontractor shall furnish to the department, copies of any or all payrolls. The department may examine all records relating to wages paid laborers or mechanics on work to which sections 177.41 to 177.44 apply.

Subd. 7. **Applicability.** This section does not apply to a contract, or work under a contract, under which:

- (1) the estimated total cost of completing the project is less than \$2,500 and only one trade or occupation is required to complete it, or
- (2) the estimated total cost of completing the project is less than \$25,000 and more than one trade or occupation is required to complete it.

**History:** 1973 c 724 s 3; 1975 c 191 s 3,4; 1976 c 331 s 37; 1982 c 424 s 130; 1984 c 628 art 3 s 11; art 4 s 1

#### **177.44 HIGHWAY CONTRACTS; HOURS OF LABOR; WAGE RATES; PENALTY.**

Subdivision 1. **Hours, wages permitted.** A laborer or mechanic employed by a contractor, subcontractor, agent, or other person doing or contracting to do all or part of the work under a contract based on bids as provided in Minnesota Statutes 1971, section 161.32, to which the state is a party, for the construction or maintenance of a highway, may not be permitted or required to work longer than the prevailing hours of labor unless the laborer or mechanic is paid for all hours in excess of the prevailing hours at a rate of at least 1-1/2 times the hourly basic rate of pay of the laborer or mechanic. The laborer or mechanic must be paid at least the prevailing wage rate in the same or most similar trade or occupation in the area.

Subd. 2. **Applicability.** This section does not apply to wage rates and hours of employment of laborers or mechanics engaged in the processing or manufacture of materials or products, or to the delivery of materials or products by or for commercial establishments which have a fixed place of business from which they regularly supply the processed or manufactured materials or products. This section applies to laborers or mechanics who deliver mineral aggregate such as sand, gravel, or stone which is incorporated into the work under the contract by depositing the material substantially in place, directly or through spreaders, from the transporting vehicle.

**Subd. 3. Investigations by department of labor and industry.** The department of labor and industry shall conduct investigations and hold public hearings necessary to define classes of laborers and mechanics and to determine the hours of labor and wage rates prevailing in all areas of the state for all classes of labor and mechanics commonly employed in highway construction work, so as to determine prevailing hours of labor, prevailing wage rates, and hourly basic rates of pay.

The department shall determine the nature of the equipment furnished by truck drivers who own and operate trucks on contract work to determine minimum rates for the equipment, and shall establish by rule minimum rates to be computed into the prevailing wage rate.

**Subd. 4. Certification of hours and rate.** The commissioner of labor and industry shall at least once a year certify the prevailing hours of labor, the prevailing wage rate, and the hourly basic rate of pay for all classes of laborers and mechanics referred to in subdivision 3 in each area. The certification must also include future hours and rates when they can be determined for classes of laborers and mechanics in an area. The certification must specifically state the effective dates of future hours and rates when they are certified. If a construction project extends into more than one area there shall be only one standard of hours of labor and wage rates for the entire project. A person aggrieved by a final determination of the commissioner may petition the commissioner for reconsideration of findings. A person aggrieved by a decision of the commissioner after reconsideration may within 20 days after the decision petition the commissioner for a public hearing as in a contested case under sections 14.57 to 14.61. If the commissioner finds that a change in the certified prevailing hours of labor, prevailing wage rate, and the hourly basic rate of pay for a class of laborers or mechanics in any area is required, the commissioner may at any time certify that change.

**Subd. 5. Hours and rates to be posted.** The prevailing hours of labor, the prevailing wage rates, the hourly basic rates of pay, and classifications for all labor as certified by the commissioner must be specifically stated in the proposals and contracts for each highway construction contract to which the state is a party. These hours, rates, and classifications, together with the provisions of subdivision 6, must be kept posted on the project by the employer in at least one conspicuous place for the information of employees working on the project.

**Subd. 6. Penalties.** A contractor, subcontractor, or agent who violates this section is guilty of a misdemeanor and may be fined not more than \$300 or imprisoned not more than 90 days or both. Each day that the violation continues is a separate offense.

Whoever induces a job applicant or employee on any project subject to this section to give up or forego any part of the wages to which entitled under the contract governing the project by threat not to employ, by threat of dismissal from employment, or by any other means may be fined not exceeding \$1,000 or imprisoned not more than one year or both.

Any employee under this section who knowingly permits the contractor or subcontractor to pay less than the prevailing wage rate set forth in the contract, or who gives up any part of the compensation to which entitled under the contract, may be fined not exceeding \$40 or imprisoned not more than 30 days or both. Each day any violation of this paragraph continues is a separate offense.

**Subd. 7. Department of transportation to enforce.** The department of transportation shall require adherence to this section. The commissioner of transportation may demand and every contractor and subcontractor shall furnish copies of payrolls. The commissioner of transportation may examine all records relating to hours of work and the wages paid laborers and mechanics on work to which this section applies. Upon request of the department of transportation or upon complaint of alleged violation, the county attorney of the county in which the work is located shall investigate and prosecute violations in a court of competent jurisdiction.

**History:** 1973 c 724 s 4; 1975 c 191 s 5,6; 1976 c 166 s 7; 1976 c 331 s 38; 1982 c 424 s 130; 1984 c 628 art 4 s 1; 1986 c 444



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**Appendix C.**

**MINNESOTA  
PREVAILING WAGE RULES**

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**PREVAILING WAGE DETERMINATIONS**

- 5200.1000 STATUTORY AUTHORITY AND PURPOSE.
- 5200.1010 DEFINITIONS.
- 5200.1020 PREVAILING WAGE DETERMINATIONS.
- 5200.1030 BASIS FOR EACH DETERMINATION.
- 5200.1040 CLASSES OF LABOR.
- 5200.1050 SURVEY PROCEDURES.
- 5200.1060 DETERMINING LARGEST NUMBER OF WORKERS AND  
PREVAILING WAGE RATE.
- 5200.1070 APPRENTICES.
- 5200.1080 NOTICE OF WAGE DETERMINATIONS.
- 5200.1090 PETITION FOR RECONSIDERATION OF PREVAILING WAGE RATES.
- 5200.1100 MASTER JOB CLASSIFICATIONS.
- 5200.1105 RENTAL RATES FOR TRUCKS ON HIGHWAY PROJECTS.
- 5200.1110 POSTING OF WAGE RATES.
- 5200.1120 EFFECTIVE DATE OF WAGE RATE DETERMINATIONS.

## PREVAILING WAGE DETERMINATIONS

### 5200.1000 STATUTORY AUTHORITY AND PURPOSE.

Parts 5200.1000 to 5200.1120 are promulgated pursuant to the authority provided to the Minnesota Department of Labor and Industry by the provisions of Minnesota Statutes, section 175.171, subdivision 2 and the requisites of Minnesota Statutes, section 14.06. Their purpose is to provide procedures for prevailing wage determinations.

MS s 175.171

### 5200.1010 DEFINITIONS.

Subpart 1. **Scope.** For purposes of all wage rate determinations, the following definitions shall apply.

Subp. 2. **Commercial construction.** "Commercial construction" means all building construction projects exclusive of residential construction.

Subp. 3. **Highway and heavy construction.** "Highway and heavy construction" means all construction projects which are similar in nature to those projects based upon bids as provided under Minnesota Statutes, section 161.32 for the construction or maintenance of highways or other public works and includes roads, highways, streets, airport runways, bridges, power plants, dams, and utilities.

Subp. 4. **Project.** As utilized in parts 5200.1000 to 5200.1120 the term "project" means the erection, construction, remodeling, or repairing of commercial, residential, or public buildings or any highway and heavy construction.

Subp. 5. **Residential construction or agricultural construction.** "Residential construction or agricultural construction" means all construction, remodeling, or repairing of single or two family homes and structures appurtenant thereto including agricultural or farming buildings appurtenant to private farm residences when utilized to carry on primary farming operations.

Subp. 6. **State project.** "State project" means those projects which are subject to the requirements of Minnesota Statutes, sections 177.41 to 177.44.

MS s 175.171

### 5200.1020 PREVAILING WAGE DETERMINATIONS.

Subpart 1. **Highway and heavy construction.** The department shall, at least once each calendar year, determine and certify prevailing wage rates applicable to state projects which are similar in nature to highway and heavy construction projects.

Subp. 2. **Commercial type construction.** The department shall, upon the request of any state agency that is contemplating the advertisement for bids on a state project which is similar in nature to commercial construction projects, determine and certify prevailing wage rates applicable to said state project if a certification has not been made within the 6-month period prior to the request.

Subp. 3. **Information required for certification request.** Minnesota Statutes, section 177.43, subdivision 4, provides that the prevailing wage rates, prevailing hours of labor, and hourly basic rates of pay for all trades and occupations required in

any contemplated project shall be ascertained before the state asks for bids. A request to establish prevailing wage rates, prevailing hours of labor, and hourly basic rates of pay for all trades and occupations required in the contemplated project must be sent to the department and shall include the:

- A. Popular or descriptive name of project.
- B. Project number.
- C. Exact location of project by county and city, village, or township.
- D. Estimated costs of the total construction contracts to be awarded.
- E. Anticipated date for soliciting or advertising for bids.
- F. Anticipated date for awarding of contracts.
- G. Proposed date for commencement of work on project.
- H. Estimated date of completion of project.
- I. General description of the type of facility and facilities which will constitute the completed contracts. For example, two-story brick and concrete building about 200 feet by 400 feet with concrete floor, wood roof deck on wood laminated beams, and includes plumbing, heating, and electrical work. Outside work includes excavating, blacktopping, grading, sidewalks, fencing, driveways, parking areas, and miscellaneous areas.
- J. Desired date of receipt of prevailing wage rate schedule.
- K. Statement as to whether the federal government or any of its agencies will furnish by loan or grant any part of the funds used in this contract or prescribe a schedule of prevailing wage rates.

The department must be notified about ensuing projects as far in advance as possible. A request to determine or ascertain prevailing wage rates, prevailing hours of labor, and hourly basic rates of pay for all trades and occupations required on any contemplated project must be made not less than 60 days before soliciting bids.

Subp. 4. Residential type construction. Prevailing wage rates applicable to state projects which are similar in nature to residential construction projects will be made upon request of a governmental official involved in the bidding process for a state project who desires such rates for insertion in a specific contract proposal.

Subp. 5. Survey data; recent. Each wage survey shall be based upon work performed in the 12 months preceding the date the survey is commenced and the resulting wage determinations will be certified following the close of the survey.

Subp. 6. Survey procedure. Except as provided in subpart 7, all prevailing wage determinations shall be based upon the survey procedures contained in these parts.

Subp. 7. Public hearing. The department shall, pursuant to Minnesota Statutes, sections 177.43, subdivision 4, and 177.44, subdivision 3, conduct public hearings when necessary to determine county wage rate determinations. Such hearings shall be conducted within the county for which wage rates are being determined and shall be conducted as contested cases by an

administrative law judge from the Office of Administrative Hearings.

MS s 175.171

8 SR 2274; L 1984 c 640 s 32

5200.1030 BASIS FOR EACH DETERMINATION.

Subpart 1. County and labor class basis. Individual prevailing wage rates shall be made on a county by county basis and each prevailing wage rate shall be based upon work performed solely within the applicable class of labor.

Subp. 2. Labor classes. For each county surveyed, the department shall issue wage determinations for:

A. highway and heavy construction projects for all classes of labor commonly or customarily used in those construction projects; and

B. state projects other than highway and heavy construction for all classes of labor expected to be used in the contemplated project for which the prevailing wage rate is being determined.

Subp. 2a. Projects to be surveyed, criteria. From information on file and submitted by interested persons, the department shall select projects of a character similar to the project for which the prevailing wage rate is being determined. The selections shall be made from projects on which construction work was done in the 12 months preceding the survey and which are located in the county in which the contemplated project is located, or, if necessary, from adjacent counties.

A. If two or more projects of a character similar to the project contemplated have been performed in the county in which the project is to be located, and if this group of projects provides wage rate data for the major classes of labor to be used in the project for which the prevailing wage is being determined, the wage determination for those classes of labor shall be based solely upon that work.

B. Where classes of labor expected to be utilized in the contemplated project for which the prevailing wage determination is being made are not all represented in the projects in item A, but work was performed in those classes of labor in two or more projects in any county physically adjacent to the county being surveyed, the department shall establish the wage determination for those classes of labor based solely upon those adjacent county projects.

C. Where no work was performed in a class of labor either in the county being surveyed or in any adjacent Minnesota county, no wage rate will be determined for that class of labor.

D. In determining a wage rate for a class of labor based upon work performed in adjacent counties, all workers in a class of labor in all adjacent counties shall be totaled and the wage rates shall be based upon the wage rate paid to the largest number as determined in accordance with parts 5200.1020 to 5200.1060.

Subp. 3. Frequency of determination. Following certification of wage rates for a county, no wage rates for additional classifications of labor shall be made for that county until such time that a subsequent survey of the county is required pursuant to Minnesota Statutes, section 177.43, subdivision 4 or 177.44, subdivision 4.

MS s 175.171

8 SR 2274

5200.1040 CLASSES OF LABOR.

Each class of labor shall be based upon the particular nature of the work performed with consideration given to those trades, occupations, skills, or work generally considered within the construction industry as constituting distinct classes of labor. Wage determinations will be issued for those separate classes of labor which fall under the following general classes:

- A. Laborers.
- B. Power equipment operators.
- C. Truck drivers.

D. Special crafts. The following crafts shall constitute separate classes of labor: bricklayers, carpenters, cement masons, linemen, electricians, iron workers, painters, pipefitters, plumbers, plasterers, roofers, and sheet metal workers, and other labor or work which is customarily considered as an individual trade or craft based upon its character and skills required. Workers reported as helpers shall be considered to be skilled laborers when making determinations.

E. In determining particular classes of labor, the department shall consider work classifications contained in collective bargaining agreements, apprenticeship agreements on file with the department, and customs and usage applicable to the construction industry.

F. Primary responsibility for classifying individual workers shall be upon the contractor.

G. Where a worker performs work in more than one class of labor, he shall be counted only once and placed in the class in which he worked the greatest number of hours.

H. The contractor reporting shall have the responsibility to determine the class in which the worker has worked the greatest number of hours on each project reported.

I. Workers employed within a class of labor as apprentices or trainees at reduced wage rates will not be included or counted within that class of labor.

MS s 175.171

5200.1050 SURVEY PROCEDURES.

Subpart 1. **Scope.** The purpose of each county survey is to develop a data base upon which to determine prevailing wage rates for those classes of labor expected to be used on contemplated state projects based upon wage rates paid to the same classes of labor on similar projects in the area. In establishing the data, the procedural steps in subparts 2 to 4 shall be taken.

Subp. 2. **Wage reports.** The department shall regularly request from contractors, contractor organizations, labor organizations, and any other interested person, on forms available from or approved by the department, reports of construction wage rates paid by contractors on various types of projects. The reports must be kept on file by the department according to the county in which the project for which the report is received was performed. The reports must list the

name and address of the contractor, the name of the project, the location of the project, a description of the project, a description of the work performed on the project, the approximate dollar cost of the project, the names of employees who worked on the project, together with the class of labor for each employee, the wage rate paid each employee on the project, and the hourly cost of fringe benefits for health and welfare, pension, vacation, apprenticeship or training, and any other economic benefits paid for each employee. The forms shall be signed and dated by the organization or individual providing the information attesting that the information provided is true and correct.

Subp. 2a. **Union wage reports.** The department shall also keep local union wage and employment reports, on forms provided or approved by the department. The reports must set forth the classes of labor, trade, or occupation covered, the effective date of the contract, wage and fringe benefits paid under the contract, the duration of the contract, the dates of all adjustments to wages and fringe benefits together with the amount of the adjustments on each date, the geographic area where the contract is effective, the number of members employed within the geographic area covered by the contract, the type of projects covered by the contract, and a list of all contractors or employer associations signatory to the contract. The local union wage reports are to be signed and dated by a representative from the local union attesting that the information provided is true and correct.

Subp. 2b. **Mailing lists.** The department shall also keep and maintain a mailing list of governmental officials, district, county, and city engineers, city clerks, administrators, and zoning officials for each county. The department shall also keep and maintain a mailing list of contractors, contractor associations, labor organizations, and other individuals who have requested to be on a mailing list to be notified when any county survey is about to be taken.

Subp. 2c. **Notification of survey.** Upon initiation of a wage survey, the department must notify the county engineer and all city engineers, city clerks, administrators, and zoning officials in the county to be surveyed. The notice will request local officials to submit reports of construction in the county in the preceding 12 months. The report shall include the names of the contractors and their addresses. The department must also notify all contractors, contractor associations, labor organizations, and other individuals who have requested to be notified when a survey for any county is about to be taken. That notice will request that interested individuals submit reports on forms available from or approved by the department concerning construction performed in the county during the preceding 12 months. The notice shall state that all reports of construction in the county must be returned to the department no later than 33 days following the date upon which the notice of the survey is mailed by the department. Information not timely received by the department shall not be used in establishing the prevailing wage rate for any class of labor. Any unsigned or incomplete forms received prior to the final date for receipt of the forms shall be returned to the individual, contractor, or labor organization, to the extent the individual, contractor, or labor organization can be identified, with a request that the form be properly completed. The department may use incomplete reports where the entity completing the form has provided all the information it has. If that form is not received by the department within 15 days from the date it is returned by mail to the individual, contractor, or labor organization, it shall be excluded from the survey. In no event shall information on unsigned reports of construction in the county be utilized in making wage determinations. All reports must be signed and dated by the organization or individual making the report attesting that the information provided is true and correct.

Subp. 3. [Repealed by amendment, 8 SR 2274]

Subp. 3a. **Reports, attestations.** Reports of construction wage rates and local union wage and employment reports shall specify that the individual signing the report attests that the information on the report is true and correct. The form shall specify that willful falsification of any information on the report may result in civil or criminal prosecution.

Subp. 3b. **On-site visits.** In addition to receiving and compiling the information described in subparts 2 to 4, the department shall make on-site visits to the offices of contractors or governmental representatives for the purposes of collecting project data and for auditing payrolls when necessary for the determination of prevailing wage rates.

Subp. 4. **County abstract.** The number of workers in each class of labor and their respective wage rates shall be determined and reflected on a county abstract.

MS s 175.171

8 SR 2274

5200.1060 DETERMINING LARGEST NUMBER OF WORKERS AND PREVAILING WAGE RATE.

Subpart 1. **Policy.** Each wage rate determination shall be based upon the actual wage rates paid to the largest number of workers within each labor classification reported in the survey.

Subp. 2. **Procedure.** For purposes of determining the largest number of workers, each worker within a class of labor and his total hourly rate paid shall be tabulated.

A. Total hourly rate includes the hourly rate plus the hourly contribution for all wage and fringe benefits.

B. The largest number of workers with identical rates of pay within each classification shall determine the specific prevailing wage rate.

C. When determining the prevailing wage rate and there is an equal number of workers (which represent the greatest number of workers) with differing hourly wage rates, the prevailing wage rate shall be the highest wage rate paid to those workers.

Example: four workers at \$7 per hour; four workers at \$8 per hour; two workers at \$8.50 per hour. The prevailing wage rate will be determined as \$8 per hour.

D. Where a worker performs work on more than one project within the county, he shall be counted only once in the class of labor and at the wage rate paid on the most recent project within the time period of the survey.

Subp. 3. **Collectively bargained rate.** If the prevailing wage rate determined for any given class of labor represents a collectively bargained rate, then the comparable current collectively bargained rate for the class of labor in the county where the project covered by the prevailing wage determination is located shall be the prevailing wage rate.

Subp. 4. **Noncollectively bargained rate.** If the prevailing wage rate determined represents a rate other than a collectively bargained rate for any given class of labor, the rate so determined shall be the prevailing wage rate.

Subp. 5. **Change in rate due to contractual changes.** If

the prevailing wage rate for any given class of labor represents a collectively bargained rate, and the collectively bargained rate for that class of labor will change during the 12 months immediately following the date upon which the wage rate is determined according to the terms of the collective bargaining contract by which the rate is established, the department shall certify that the rate for that class of labor shall also change accordingly on the effective date of the change pursuant to the collective bargaining contract.

MS s 175.171

8 SR 2274

#### 5200.1070 APPRENTICES.

Subpart 1. Establishment of wage rates. Apprentices working on state projects are not subject to the prevailing wage rate determinations, except as they may be affected by registered apprenticeship agreements. The hourly rates of pay for such workers are established by the particular program to which the apprentice or trainee is subject.

Subp. 2. Definition. The term "apprentice" means:

A. a person employed and registered in a bona fide apprenticeship program registered with the U.S. Department of Labor or with a state apprenticeship agency; and

B. a person in his first 90 days of probationary employment as an apprentice who is not registered in the program but who has been certified by the U.S. Bureau of Apprenticeship and Training or a state apprenticeship agency or council to be eligible for probationary employment as an apprentice.

Subp. 3. Exceptions to definition. Any employee listed on a payroll for a state project who does not fall within the term "apprentice" contained in subpart 2 shall be paid the prevailing wage rate for the classification of work performed.

MS s 175.171

#### 5200.1080 NOTICE OF WAGE DETERMINATIONS.

Upon certification of wage rates for a given county, the department shall publish notice of such certification in the State Register but need not publish the individual rates so certified. The certification date shall coincide with the date published in the State Register.

The notice published in the State Register shall indicate where copies of the determined rates may be obtained upon request.

The department shall maintain a list of all persons who request that copies of wage rate determinations be sent to them.

Copies of wage rate determinations shall be mailed within five days of their certification to those persons who have requested such notice and whose names appear on the list maintained by the department. The department may charge a reasonable fee for the copying and mailing of these notices as allowed under Minnesota Statutes, section 15.17, subdivision 4.

MS s 175.171

#### 5200.1090 PETITION FOR RECONSIDERATION OF PREVAILING WAGE RATES.

**Subpart 1. Right to reconsideration.** Any person including contractor associations or labor organizations aggrieved by a final determination of a prevailing wage rate may petition the commissioner for reconsideration of that wage rate within 30 days following its certification. The petitioner shall indicate the county and class(es) of labor contested, the reason the petitioner believes the rate to be inaccurate, and the rates the petitioner believes to be correct.

**Subp. 2. Informal conference.** Within ten days following receipt of a petition for reconsideration, the department shall informally meet with the petitioner and any other interested person, associations, or labor organizations, to review the contested wage determination(s).

The petitioner shall be prepared to support his contentions with any documents or data he deems necessary.

The department shall be prepared to produce and review the data, summary sheets, and other documents upon which its determinations were based, and shall produce for the petitioner's inspection all such documents.

**Subp. 3. Final decision.** Following the informal conference, the department shall, within ten days, notify the petitioner of any decision modifying, changing, or reaffirming the contested wage rate or indicate to the petitioner that a survey will be necessary to resolve the contested wage rate(s).

Where the department determines that a new survey is necessary, such survey shall be conducted within 30 days. Thereafter, the department shall inform the petitioner by certified mail of its final decision based on that survey.

**Subp. 4. Pending the procedures.** No prevailing wage rate will be deemed to be vacated or suspended pending the resolution of a petition for reconsideration nor will the department request any state agency contemplating a state project to suspend, delay, or otherwise change its contract and bidding schedules due to any pending procedures resulting from a petition for reconsideration.

**Subp. 5. Public hearing.** Any person aggrieved by a final decision following reconsideration of a prevailing wage rate may, within 20 days after the decision, petition the commissioner for a public hearing in the manner of a contested case under the Administrative Procedure Act, Minnesota Statutes, sections 14.57 to 14.61. Upon receipt of a petition for a public hearing the commissioner shall order the initiation of a contested case in accordance with Minnesota Statutes, sections 14.48 to 14.56. All contested case hearings initiated herein shall be conducted in accordance with the rules of operation of the Office of Administrative Hearings.

MS s 175.171

#### 5200.1100 MASTER JOB CLASSIFICATIONS.

**Subpart 1. Requirement.** For purposes of parts 5200.1000 to 5200.1120, contractors must use the following codes and classifications in documenting classes of labor.

##### Subp. 2. Laborers.

Code No.	Position Title
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101 Laborer, common (general labor work)  
 102 Laborer, skilled (assisting skilled craft journeyman)  
 103 Laborer, Landscaping (gardener, sod layer and  
     nurseryman)  
 104 Flagperson  
 105 Watchperson  
 106 Powderman  
 107 Pipelayer (water, sewer and gas)  
 108 Tunnel miner  
 109 Underground and open ditch laborer (eight feet below  
     starting grade level)  
 Subp. 3. Power equipment operators.

Code No.	Position Title
201	Air compressor operator
202	Asphalt, bituminous stabilizer plant operator
203	Dragline and/or other similar equipment with shovel type controls
204	Bituminous spreader and finishing operator
205	Bituminous spreader and bituminous finishing machine operator (helper)
206	Conveyor operator
207	Concrete distributor and spreader operator, finishing machine, longitudinal float operator, joint machine or spray operator
208	Concrete saw operator (multiple blade) (power operated)
209	Crushing plant operator (gravel and stone) or gravel washing, Crushing and screening plant operators
210	Curb machine
211	Front end loader operator up to and including one cubic yard
212	Fine grade operator
213	Fork lift operator
214	Front end loader operator
215	Helicopter pilot
216	Fireman or tank car heater operator
217	Grader or motor patrol, finishing, earthwork and bituminous
218	Grader operator (motor patrol)
219	Greaser (truck and tractor)
220	Hoist engineer
221	Self propelled chip spreader
222	Mechanic or welder
223	Oilers (power shovel, crane, dragline)
224	Pick up sweeper
225	Pugmill operator
226	Roller operator, self propelled roller for compaction
227	Roller operator, up to and including six tons for bituminous finishing and/or wearing courses
228	Roller operator, over six tons for bituminous finishing and/or wearing courses
229	Scraper, 32 cubic yards and over
230	Self propelled vibrating packing operator (pad type)
231	Rubber tired tractor, back hoe attachment
232	Shouldering machine operator (power) (apsco or similar type)
233	Slip form (power-driven) (paving)
234	Turnapull operator (or similar type)
235	Tractor operator, D2, TD6 or similar h.p. with power takeoff
236	Tractor operator, over D2, TD6 or similar h.p. with power takeoff
237	Power actuated augers and boring machine
238	Truck crane oiler
	Subp. 4. Truck drivers.

Code No.	Position Title
301	Bituminous distributor driver
302	D mpman
303	Greaser and truck serviceman
304	Self propelled packer operator
305	Truck driver (hauling machinery for contractors own use including operation of hand or power operator winches
306	Single axle or two axle unit
307	Tandem axle or three axle unit
308	Four axle unit
309	Five axle unit
Subp. 5. Special crafts.	

Code No.	Position Title
401	Asbestos workers
402	Boilermakers
403	Bricklayers
404	Carpenters
405	Carpet layers (linoleum)
406	Cement masons
407	Electricians
408	Elevator constructors
409	Glaziers
410	Lathers
411	Groundman
412	Ironworkers
413	Lineman
414	Millwright
415	Painters
416	Piledriverman
417	Pipefitters - steamfitters
418	Plasterers
419	Plumbers
420	Roofer
421	Sheet metal workers
422	Sprinkler fitters
423	Terrazzo workers
424	Tile setters
Wage determinations shall be made for other classifications not listed if such other classifications are in general use in the area being surveyed.	

MS s 175.171

#### 5200.1105 RENTAL RATES FOR TRUCKS ON HIGHWAY PROJECTS.

Drivers who own and operate trucks on contract work shall be compensated for their equipment according to the following formula: Truck Rental Rates Equals Labor Cost Plus Operating Cost.

Labor cost shall be the rate determined to be prevailing by the Department of Labor and Industry using existing survey methods under parts 5200.1000 to 5200.1120.

Operating cost shall be determined by averaging the itemized costs of operating a vehicle as submitted by at least five trucking firms of various size and five independent truck owner operators, all selected by the commissioner.

representative of the industry.

The following items shall be considered as operating costs of a vehicle: the average cost of the vehicle depreciated over seven years, insurance, fuel, oil, tires, taxes, licenses, maintenance, repair, and any administrative expense associated with the vehicle's operation.

Within 30 days of determination of rates, an informal conference will be held by the commissioner or the commissioner's representative, for the purpose of further input prior to certification. Interested parties shall be given at least ten days' prior notice of the conference date, time, and location, through publication in the State Register.

At the conference the department shall produce and review the data, summary sheets, and other documents upon which its determination was based.

Notice of the certification and its effective date shall be published in the State Register in accordance with part 5200.1080.

MS s 177.44

13 SR 660

#### 5200.1110 POSTING OF WAGE RATES.

Each contractor and subcontractor performing work on a public project shall post on the project the applicable prevailing wage rates and hourly basic rates of pay for the county or area within which the project is being performed, including the effective date of any changes thereof, in at least one conspicuous place for the information of the employees working on the project. (Minnesota Statutes 1974, sections 177.43, subdivision 4 and 177.44, subdivision 5.) The information so posted shall include a breakdown of contributions for health and welfare benefits, vacation benefits, pension benefits, and any other economic benefit required to be paid.

MS s 175.171

#### 5200.1120 EFFECTIVE DATE OF WAGE RATE DETERMINATIONS.

Wage rate determinations previously certified by the department shall, subject to the review procedures contained in part 5200.1090, remain in effect until such time that new wage rates are determined in accordance with the provisions of parts 5200.1000 to 5200.1120 as amended.

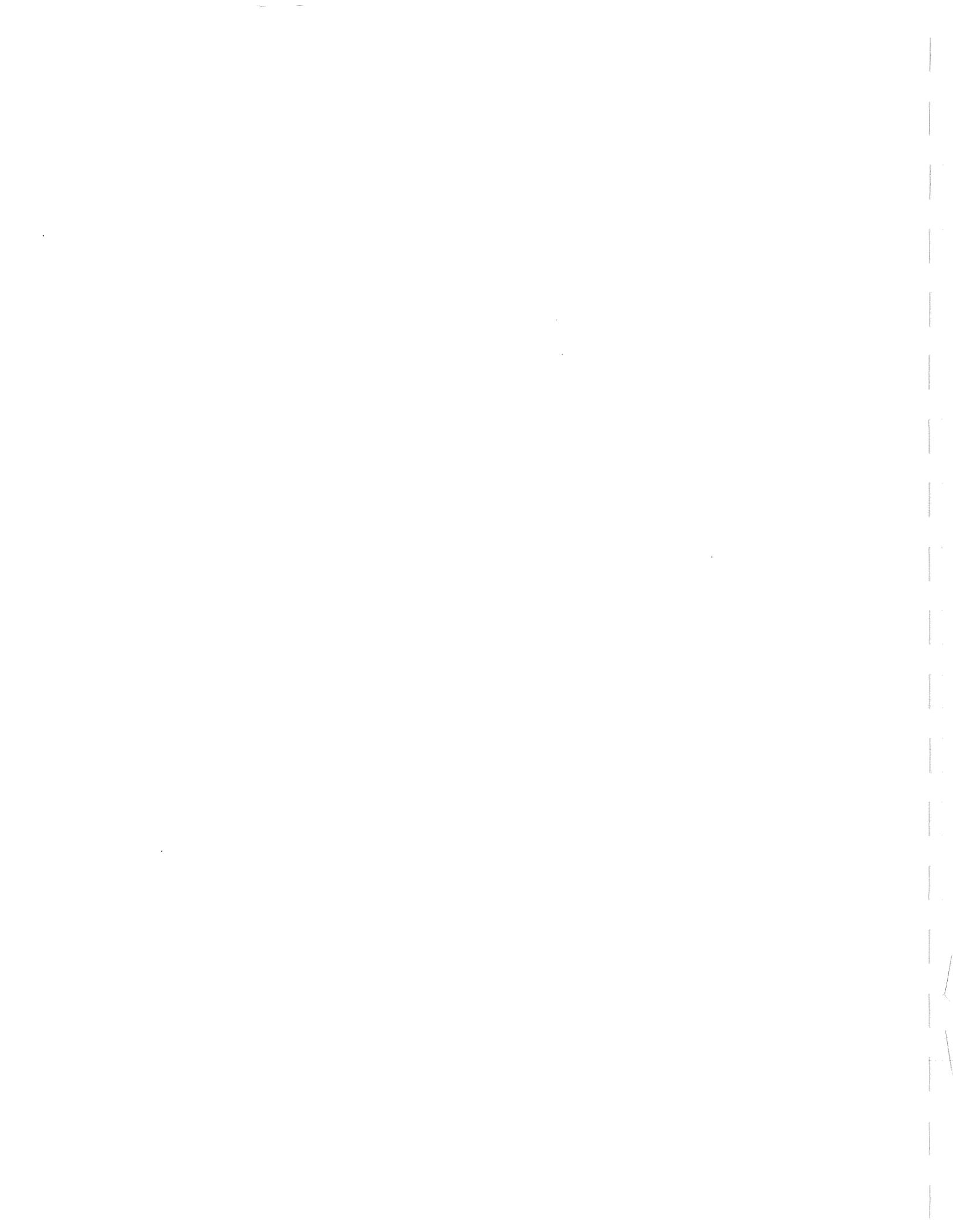
MS s 175.171

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**Appendix D.**

**MINNESOTA  
WAGE DETERMINATION ZONES**

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# MINNESOTA WAGE DETERMINATION ZONES

**T**he Department of Labor and Industry has separated the state into three zones for surveying and certifying wage rates. Each zone is surveyed at staggered intervals in order to distribute the workload over the year. Northern counties are surveyed from October to January, central counties from February to May, and southern counties from June to September.

The department certifies rates once a year for each zone for highway and heavy construction and twice a year for each zone for commercial construction.

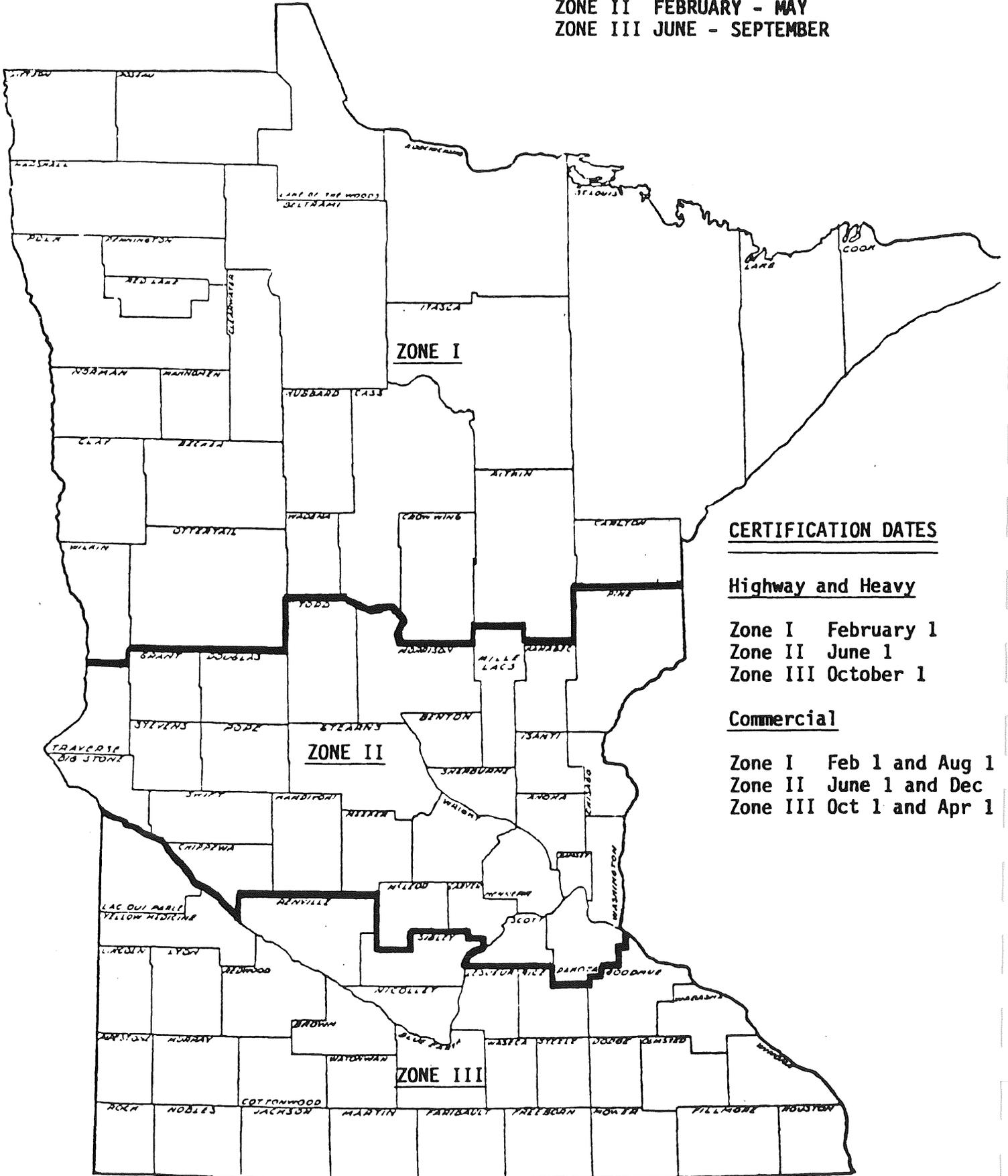
The map on the next page illustrates zone boundaries and certification dates.

SURVEY PERIODS

ZONE I OCTOBER - JANUARY

ZONE II FEBRUARY - MAY

ZONE III JUNE - SEPTEMBER



CERTIFICATION DATES

Highway and Heavy

Zone I February 1

Zone II June 1

Zone III October 1

Commercial

Zone I Feb 1 and Aug 1

Zone II June 1 and Dec

Zone III Oct 1 and Apr 1

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**Appendix E.**

**NOTICE TO CITY  
AND COUNTY OFFICIALS**

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Minnesota  
Department of Labor and Industry

Labor and Industry Building  
443 Lafayette Road  
St. Paul, Minnesota 55101  
(612) 296-6107

Telecommunication Device  
for the Deaf (612) 297-4198

Notice to City and County Officials

Date: February 12, 1990

**NOTE: If you do not keep records of the information requested, please return with a notation as such and we will remove your name from our mailing list.**

Dear Sir or Madam:

The Department of Labor and Industry, Labor Standards Division will be conducting a survey of wages paid to construction workers engaged in highway/heavy and commercial construction projects.

To assist us in this task, we request that you furnish us the names and addresses of contractors who have performed highway/heavy and commercial construction projects within your county during the past 12 months.

Please complete the form on the reverse and return within 10 days to the Minnesota Department of Labor and Industry, Labor Standards Division, 443 Lafayette Road, St. Paul, Minnesota 55155.

If you have questions concerning the information requested, please call the Labor Standards Division at (612) 296-6452.

Respectfully,

A handwritten signature in cursive script that reads "Donald G. Jackman".

Donald G. Jackman, Director  
Division of Labor Standards



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**Appendix F.**

**MINNESOTA PREVAILING WAGE  
SURVEY FORM and COVER LETTER**

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Minnesota  
Department of Labor and Industry

443 Lafayette Road  
St. Paul, Minnesota 55155  
(612) 296-6107

Telecommunication Device  
for the Deaf (612) 297-4198

FAX (612) 297-1329

PREVAILING WAGE SECTION

DATE: October 10, 1990

NOTICE OF SURVEY - ZONE I

AITKIN	BECKER	BELTRAMI
CARLTON	CASS	CLAY
CLEARWATER	COOK	CROW WING
HUBBARD	ITASCA	KITTSOON
KOOCHICHING	LAKE	LAKE OF WOODS
MAHNOMEN	MARSHALL	NORMAN
OTTERTAIL	PENNINGTON	POLK
RED LAKE	ROSEAU	ST. LOUIS
WADENA	WILKIN	

Please be advised that the Minnesota Department of Labor and Industry is currently surveying wage rates paid on Highway/heavy and Commercial construction projects in the counties listed above.

The department requests that all interested parties submit reports of hourly wage rates paid on projects performed during the survey period February, 1990 to the present date.

All reports of construction must be returned within 30 days to be included in this survey. Should you need assistance with the forms, please call (612) 296-6452.

Respectfully,

  
Donald G. Jackman, Director  
Labor Standards Division

Enclosure

**NOTE:** Please feel free to submit information of wages paid whenever you have a project. You need not wait until a notice of survey is mailed to you.

PLEASE USE NEW REVISED FORM.





In determining Prevailing Rates, employees can be counted only once in each county in which they worked. Therefore, report your most recent projects until all employees have been reported once. Report construction performed in the previous twelve months only.

### INSTRUCTIONS

- 1) Employer's name.
- 2) For each project reported, indicate its location by CITY AND COUNTY and give a brief description of the work performed. Enter most recent date the work was performed. DO NOT report projects over 12 months old from the date of receipt. Report each project on a separate form (make copies if necessary).
- 3) Project description (check one).
- 4) Enter approximate cost of the project.
- 5) PLEASE PRINT OR TYPE the name of all the employees who worked on the project.
- 6) From the Master Job Classifications listed below, select the class of labor in which the employee worked the greatest number of hours.
- 7) Basic hourly rate less fringe benefits.
- 8) List the TOTAL HOURLY FRINGE BENEFIT RATE. Include health and welfare, pension, vacation, holidays, apprentice or training funds or other direct employee benefits. Do not include industry funds, workers or unemployment compensation, subsistence or travel pay, or similar allowances.
- 9) Total hourly wage plus fringes.
- 10) SIGN and DATE. Incomplete forms will be returned.

FOR ASSISTANCE WITH FORMS - CALL (612) 296-6452

### MASTER JOB CLASSIFICATIONS

For the purpose of this form, use the following codes:

CODE NO.	POSITION TITLE	CODE NO.	POSITION TITLE
Laborer			
101	Laborer, common (general labor work)	231	Rubber tired tractor, back hoe attachment
102	Laborer, skilled (assisting skilled craft journeyman)	232	Shouldering machine operator (power) (apsco or similar type)
103	Laborer, landscaping (gardner, sod layer and nurseryman)	233	Slip form (power-driven) (paving)
104	Flagperson	234	Turnapull operator (or similar type)
105	Watchperson	235	Tractor operator, D2, TD6 or similar h.p. with power take-off
106	Powderman	236	Tractor operator, over D2, TD6 or similar h.p. with power take-off
107	Pipelayer (water, sewer & gas)	237	Power actuated augers and boring machine
108	Tunnel miner	238	Truck crane other
109	Underground and open ditch laborer (5 feet below starting grade level)	Truck Drivers	
Power Equipment Operators			
201	Air compressor operator	301	Bituminous distributor driver
202	Asphalt, bituminous stabilizer plant operator	302	Dumpman
203	Dragline and/or other similar equipment with shovel type controls	303	Greaser and truck serviceman
204	Bituminous spreader and finishing operator	304	Self propelled packer operator
205	Bituminous spreader and bituminous finishing machine operator (helper)	305	Truck driver (hauling machinery for contractors own use including operation of hand or power operated winches)
206	Conveyor operator	306	Single axle or 2 axle unit
207	Concrete distributor and spreader operator, finishing machine, longitudinal float operator, joint machine or spray operator	307	Tandem axle or 3 axle unit
208	Concrete saw operator (multiple blade) (power operated)	308	Four axle unit
209	Crushing plant operator (gravel and stone) or gravel washing, crushing and screening plant operators	309	Five axle unit
210	Curb machine	Special Crafts	
211	Front end loader operator up to and including 1 cu. yd.	401	Asbestos worker
212	Fine grade operator	402	Boilermaker
213	Forklift operator	403	Bricklayer
214	Front end loader operator	404	Carpenter
215	Helicopter pilot	405	Carpet layer (linoleum)
216	Fireman or tank car heater operator	406	Cement Mason
217	Grader or motor patrol, finishing, earthwork and bituminous	407	Electrician
218	Grader operator (motor patrol)	408	Elevator Constructor
219	Greaser (truck and tractor)	409	Glazier
220	Hoist engineer	410	Lather
221	Self propelled chip spreader	411	Groundman
222	Mechanic or welder	412	Ironworker
223	Oilers (power shovel, crane dragline)	413	Lineman
224	Pick up sweeper	414	Millwright
225	Pugmill operator	415	Painter
226	Roller operator, self propelled roller for compaction	416	Piledriverman
227	Roller operator, up to and including 6 tons for bituminous finishing and/or wearing courses	417	Pipefitter - steamfitter
228	Roller operator, over 6 tons for bituminous finishing and/or wearing courses	418	Plasterer
229	Scraper, 32 cu. yds. and over	419	Plumber
230	Self propelled vibrating packing operator (pad type)	420	Roofer
		421	Sheet metal worker
		422	Sprinkler fitter
		423	Terrazzo worker
		424	Tile setter
		430	Communications systems technician
		431	Communications systems installer
		435	Asbestos Abatement worker

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**Appendix G.**

**SAMPLE WAGE DETERMINATIONS  
POSTING: KOOCHICHING COUNTY**

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MINNESOTA DEPARTMENT OF LABOR AND INDUSTRY  
PREVAILING WAGES FOR STATE FUNDED CONSTRUCTION PROJECTS

-----  
THIS NOTICE MUST BE POSTED ON THE  
JOBSITE IN A CONSPICUOUS PLACE  
-----

CONSTRUCTION TYPE: HIGHWAY AND HEAVY  
COUNTY: 36 KOOCHICHING  
EFFECTIVE: 900201

THIS PROJECT IS COVERED BY MINNESOTA PREVAILING WAGE STATUTES. WAGE RATES LISTED BELOW ARE THE MINIMUM HOURLY RATES TO BE PAID ON THIS PROJECT. LABOR CLASSES NOT LISTED BELOW HAVE NO RATE DETERMINED DUE TO LACK OF INFORMATION.

ALL HOURS WORKED IN EXCESS OF EIGHT (8) HOURS PER DAY AND FORTY (40) HOURS PER WEEK SHALL BE PAID AT A RATE OF ONE AND ONE HALF (1 1/2) TIMES THE BASIC HOURLY RATE.

VIOLATIONS SHOULD BE REPORTED TO THE DEPARTMENT OF TRANSPORTATION, OFFICE OF CONSTRUCTION, TRANSPORTATION BLDG, JOHN IRELAND BLVD, ST PAUL, MN 55155  
612-296-6353.

\* INDICATES THAT ADJACENT COUNTY RATES WERE USED FOR THE LABOR CLASS LISTED.

LABOR CODE AND CLASS	EFFECT DATE	BASIC RATE	FRNG RATE	TOTAL RATE
-----	-----	-----	-----	-----
101 LABORER, COMMON (GEN LABOR WRK)	900201	10.50	1.95	12.45
	900501	10.70	2.05	12.75
102* LABORER, SKILLED (ASST CRFT JRNY)	900201	10.65	1.95	12.60
	900501	10.85	2.05	12.90
103* LABORER, LANDSCAPING	900201	9.85	0.00	9.85
104 FLAGPERSON	900201	9.44	0.96	10.40
105* WATCHPERSON	900201	8.18	1.90	10.08
	900501	8.28	2.00	10.28
106* POWDERMAN	900201	11.20	1.95	13.15
	900501	11.40	2.05	13.45
107* PIPELAYER (WATER, SEWER & GAS)	900201	10.95	1.95	12.90
	900501	11.15	2.05	13.20
201* AIR COMPRESSOR OPERATOR	900201	13.34	3.35	16.69
	900501	13.64	3.65	17.29
202* ASPHLT, BTMNOUS STBLZR OPERATOR	900201	15.91	3.35	19.26
	900501	16.21	3.65	19.86
203 DRGLN/CRWLR BKHO/EQMT W/SHV/CRNE - 3 CU YD	900201	16.21	3.35	19.56
	900501	16.51	3.65	20.16
3 + CU YD	900201	16.66	3.35	20.01
	900501	16.96	3.65	20.61
204 BTMNOUS SPREADER & FINISHER	900201	15.91	3.35	19.26
	900501	16.21	3.65	19.86

COUNTY:36 KOOCHICHING LABOR CODE AND CLASS	900201 H	EFFECT DATE	BASIC RATE	FRNG RATE	TOTAL RATE
205 BTMNOUS SPREAD & FINISHER HELPER		900201	14.34	3.35	17.69
		900501	14.64	3.65	18.29
206* CONVEYER OPERATOR		900201	12.47	3.35	15.82
		900501	12.77	3.65	16.42
207* CONCRETE DIST,SPRDR,FINISHER		900201	13.34	3.35	16.69
		900501	13.64	3.65	17.29
209 CRUSHER,WASHER,SCREEN OPERATOR		900201	15.91	3.35	19.26
		900501	16.21	3.65	19.86
210 CURB MACHINE		900201	15.91	3.35	19.26
		900501	16.21	3.65	19.86
213 FORKLIFT OPERATOR		900201	15.91	3.35	19.26
		900501	16.21	3.65	19.86
214 FRONT END LOADER OPERATOR	- 1 CU YDS	900201	13.34	3.35	16.69
		900501	13.64	3.65	17.29
	1 + CU YDS	900201	15.91	3.35	19.26
		900501	16.21	3.65	19.86
	5 + CU YDS	900201	16.21	3.35	19.56
		900501	16.51	3.65	20.16
217 GRADER/MOTOR PATROL,MULTI USE		900201	18.10	0.96	19.06
218 GRADER (MOTOR PATROL)		900201	13.34	3.35	16.69
		900501	13.64	3.65	17.29
219* GREASER (TRUCK AND TRACTOR)		900201	12.47	3.35	15.82
		900501	12.77	3.65	16.42
222 MECHANIC OR WELDER		900201	17.80	0.96	18.76
223 OILERS (SHOVEL,CRANE,DRAGLINE)		900201	12.47	3.35	15.82
		900501	12.77	3.65	16.42
224* PICK UP SWEEPER		900201	15.91	3.35	19.26
		900501	16.21	3.65	19.86
226 SLF PROP ROLLR/PACKER/SHEEPFT		900201	12.47	3.35	15.82
		900501	12.77	3.65	16.42
228 BTMNOUS ROLLR 8 TONS & OVER		900201	15.91	3.35	19.26
		900501	16.21	3.65	19.86
229 SCRAPER OR TURNAPULL	TANDEM SC	900201	16.21	3.35	19.56
		900501	16.51	3.65	20.16
	32.+ CU YD	900201	16.04	3.35	19.39
		900501	16.34	3.65	19.99
	SCRAPER	900201	15.91	3.35	19.26
		900501	16.21	3.65	19.86
230* AIR TRACK ROCK DRILL		900201	15.91	3.35	19.26
		900501	16.21	3.65	19.86

COUNTY:36 KOCHICHING LABOR CODE AND CLASS	900201 H	EFFECT DATE	BASIC RATE	FRNG RATE	TOTAL RATE
231* RUBBER TIRED TRACTOR, BACK HOE		900201	15.91	3.35	19.26
		900501	16.21	3.65	19.86
232* SHOULDERING MACHINE, APSCO TYPE		900201	13.34	3.35	16.69
		900501	13.64	3.65	17.29
233* SLIP FORM (POWER-DRIVEN, PAVING)		900201	15.91	3.35	19.26
		900501	16.21	3.65	19.86
236 TRACTOR OVER D2, TD6		900201	17.80	0.96	18.76
238* TRUCK CRANE OILER		900201	12.47	3.35	15.82
		900501	12.77	3.65	16.42
240* BOOM TRUCK		900201	15.91	3.35	19.26
		900501	16.21	3.65	19.86
241* MILL MACH (PLANE, GRIND HW SURF)		900201	15.91	3.35	19.26
		900501	16.21	3.65	19.86
242* TRENCHER		900201	15.91	3.35	19.26
		900501	16.21	3.65	19.86
301 BITUMINOUS DISTRIBUTOR DRIVER		900201	10.82	2.65	13.47
305 TRUCK DRIVER (HAULING MACHINERY)		900201	10.97	2.65	13.62
306 SINGLE AXEL TRUCKS		900201	10.82	2.65	13.47
307 TANDEM AXEL TRUCKS		900201	10.82	2.65	13.47
308* TRI AXLE (INCLUDING FOUR AXLE)		900201	10.92	2.65	13.57
309 TRACTOR TRAILER (5 AXLE OR LRGR)		900201	12.66	0.96	13.62
404 CARPENTER		900201	14.57	1.55	16.12
		900501	15.07	1.55	16.62
406 CEMENT MASON		900201	15.90	2.80	18.70
407 ELECTRICIAN	-\$200000	900201	16.97	5.86	22.83
	+\$200000	900201	17.72	6.12	23.84
411* GROUNDMAN		900201	13.27	3.28	16.55
412* IRONWORKER		900201	16.02	5.35	21.37
		900501	16.92	5.35	22.27
413* LINEMAN		900201	19.98	4.22	24.20
416* PILEDRIVERMAN		900201	14.57	1.55	16.12
		900501	15.07	1.55	16.62

MINNESOTA DEPARTMENT OF LABOR AND INDUSTRY  
MINIMUM TRUCK RENTAL RATES PAYABLE TO THOSE  
WHO OWN AND OPERATE THEIR OWN TRUCK

CONSTRUCTION TYPE: HIGHWAY  
COUNTY: 36 KOOCHICHING  
EFFECTIVE: 900201

THE FOLLOWING TRUCK RENTAL RATES REPRESENT THE MINIMUM HOURLY RATE TO BE PAID TO INDEPENDENT TRUCK OWNERS. THE RATES INCLUDE COMPENSATION FOR THE COSTS OF OPERATING A TRUCK PLUS THE PREVAILING WAGE RATE TO WHICH THE OWNER OPERATOR IS ENTITLED.

VIOLATIONS SHOULD BE REPORTED TO THE DEPARTMENT OF TRANSPORTATION, OFFICE OF CONSTRUCTION, TRANSPORTATION BLDG, JOHN IRELAND BLVD, ST. PAUL, MN 55155  
612-296-6353

TYPE OF UNIT	EFFECT DATE	TOTAL RATE
TANDEM AXLE TRUCK	900201	36.82
TRI AND QUAD AXLE TRUCKS	900201	36.92
TRACTOR TRAILER (5 AXLE OR LARGER)	900201	45.18
TRACTOR ONLY	900201	37.26

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**Appendix H.**

**PREVAILING WAGE  
COMPLAINT FORM**

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**PREVAILING WAGE COMPLAINT FORM**  
(For Department Use Only)

Architect's Name \_\_\_\_\_

General Contractors Name \_\_\_\_\_  
and Address \_\_\_\_\_

Date Bids Were Called For \_\_\_\_\_

Bid Letting Date \_\_\_\_\_

Total Cost Of Project \$ \_\_\_\_\_

Notice To Proceed Date \_\_\_\_\_

Job Superintendent Name \_\_\_\_\_  
On Site Telephone Number (      ) \_\_\_\_\_

Bonding Company \_\_\_\_\_

COMMENTS:

Complaint taken by: \_\_\_\_\_ Date    /    /

---

**Appendix I.**

**REQUEST FOR RECORDS**

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**Minnesota**  
**Department of Labor and Industry**

Labor and Industry Building  
443 Latayette Road  
St. Paul, Minnesota 55101  
(612) 296-6107  
TDD (612) 297-4198

Date \_\_\_\_\_

Case No. \_\_\_\_\_

Phone 296-6452

Project \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

City \_\_\_\_\_ County \_\_\_\_\_

**REQUEST FOR RECORDS**

The Minnesota Department of Labor and Industry, in the course of its duties is required to conduct audits of contractors awarded state contracts and subcontractors working on state funded projects pursuant to Minnesota Statutes 177.41 to 177.44 (enclosed).

The Department has received a complaint concerning the payment of certified prevailing wages to classes of labor for work performed on the above-mentioned project.

Please submit to our office for the above-mentioned project the following payroll records:

- Name and address
- Hourly rate of pay
- Hours worked each day
- List of all subcontractors (name, address, phone no., and contact person)
- Trade or class of labor
- Fringe benefit hourly rate
- Hours work each workweek

If you have not started work on the project, or if your firm has no employees working on the project, please supply a signed statement to that effect.

In addition to the payroll records, please submit a brief description of the work contracted for on this project.

This information is to be submitted to our office within seven (7) calendar days of your receipt of this letter. The Department makes this request as authorized by Minnesota Statutes 175.24 and 177.43. subd. 6.

Sincerely,

Erik K. Oelker, Labor Investigator Senior  
Labor Standards Division  
Prevailing Wage Section

Enclosure



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**Appendix J.**

**NOTICE OF  
LABOR LAW VIOLATION**

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**Minnesota  
Department of Labor and Industry**

Labor and Industry Building  
443 Lafayette Road  
St. Paul, Minnesota 55101  
(612) 296-6107  
TDD (612) 297-4198

Case No. \_\_\_\_\_

Phone: (612) 296-6452

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
Project Name \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
City \_\_\_\_\_ County \_\_\_\_\_

**NOTICE OF LABOR LAW VIOLATION**

This letter serves as a Notice of Labor Law Violation due to your failure to comply with the Minnesota Prevailing Wage Law Sections 177.41 through 177.44 on the above-named project: specifically,

\_\_\_\_\_ 1. Failure to pay the correct prevailing wage rate for the following labor classifications:  
\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_ 2. Failure to pay one and one-half the basic hourly rate for hours worked in excess of:  
\_\_\_\_\_ 8 per day  
\_\_\_\_\_ 40 per week

Refer to the attached Master Sheet for the correct hourly rate and total amounts to be paid to each employee listed. Also attached are the individual computation sheets prepared by this department for each employee involved.

Handle all back wages due as current payroll. Compute the taxes deductible and enter them in the appropriate column on the Master Sheet. Make out individual checks in the names of the employees for the net amount due. Send these checks and the completed Master Sheet to the Minnesota Department of Labor and Industry, Prevailing Wage Section, 443 Lafayette Road, St. Paul Minnesota 55101 in the enclosed self-addressed envelope within ten days. This department will forward the checks to the employees.

Please be advised that the construction workers on the above-named project are required to be paid the correct prevailing wage rate as determined by this office for the balance of the project after the audit. Failure to do so will result in the department taking further action.

Sincerely,

Erik K. Oelker, Senior Labor Investigator  
Labor Standards Division, Prevailing Wage Section

Encls.



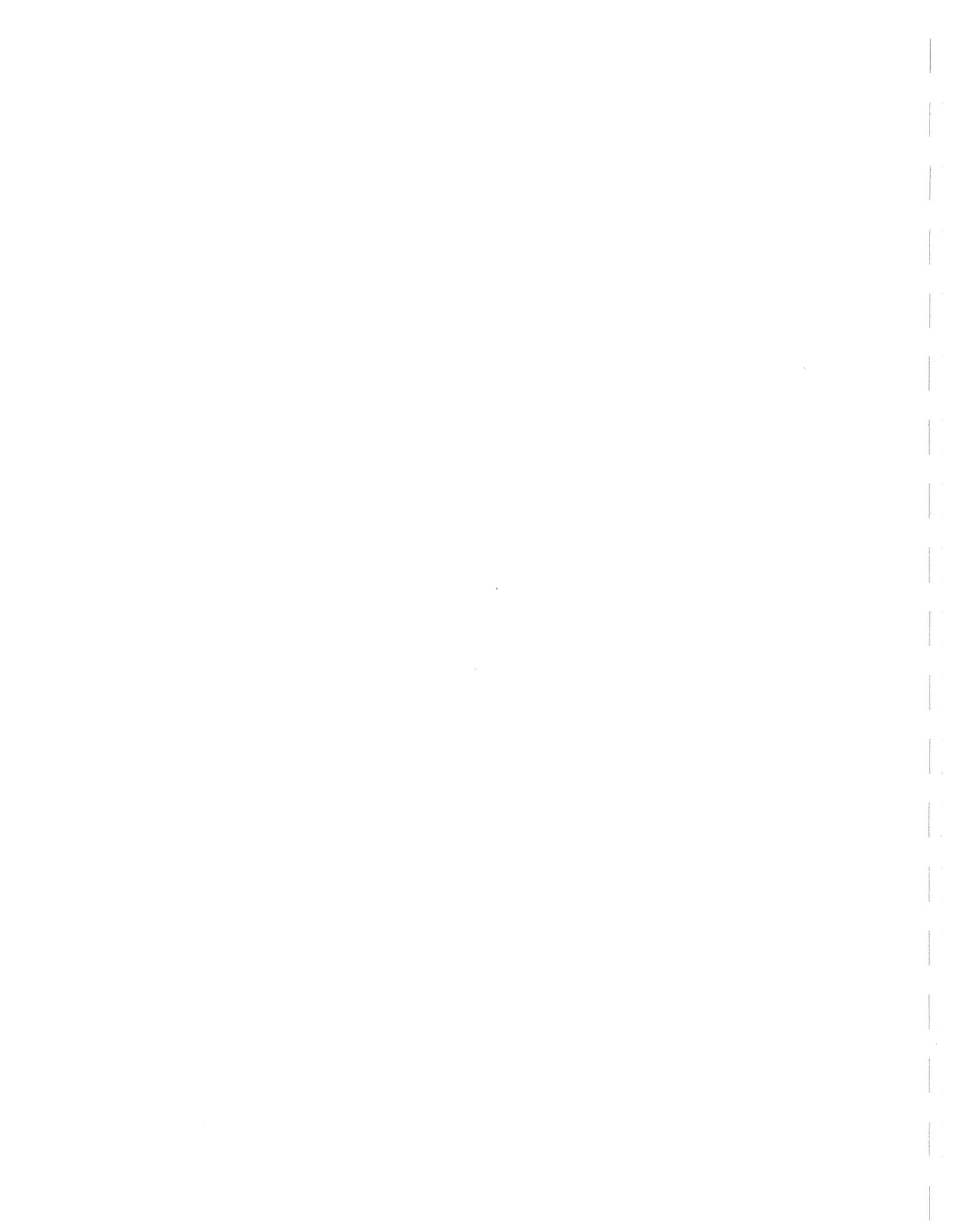
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**Appendix K.**

**COUNTY WAGE  
RATE COMPARISONS:**

**Commercial construction**

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# COUNTY WAGE RATE COMPARISONS

## Commercial construction

The 1990 legislation outlining the requirements of this study stated that the Management Analysis Division must examine "the variations in prevailing wage rates among counties in Minnesota and between Minnesota and Federal prevailing wage rates." This appendix presents county comparisons for commercial construction wage rates.

The maps in this appendix, produced by the Minnesota Department of Labor and Industry's Labor Standards Division on Aug. 1, 1990, represent wage determinations made in three zones. Zone I (northern) rates went into effect Aug. 1, 1990, Zone II (central) rates June 11, 1990, and Zone III (southern) rates April 1, 1990.

A map is presented for each utilized classification in construction class "C" (commercial). Labor classifications are coded as:

## LABORERS

- 101 Laborer, common
- 102 Laborer, skilled
- 103 Laborer, landscape

## POWER EQUIPMENT OPERATORS

- 202 Asphalt/bituminous stabilizer plant operator
- 203 Dragline with shovel-type controls
- 204 Bituminous spreader
- 205 Bituminous spreader (helper)
- 213 Forklift operator
- 214 Frontend loader operator
- 218 Grader operator
- 220 Hoist engineer
- 222 Mechanic/welder
- 223 Oilers
- 226 Roller operator (self-propelled)
- 228 Roller (greater than 6 tons)
- 231 Rubber-tire tractor operator
- 238 Truck crane oiler

## TRUCK DRIVERS

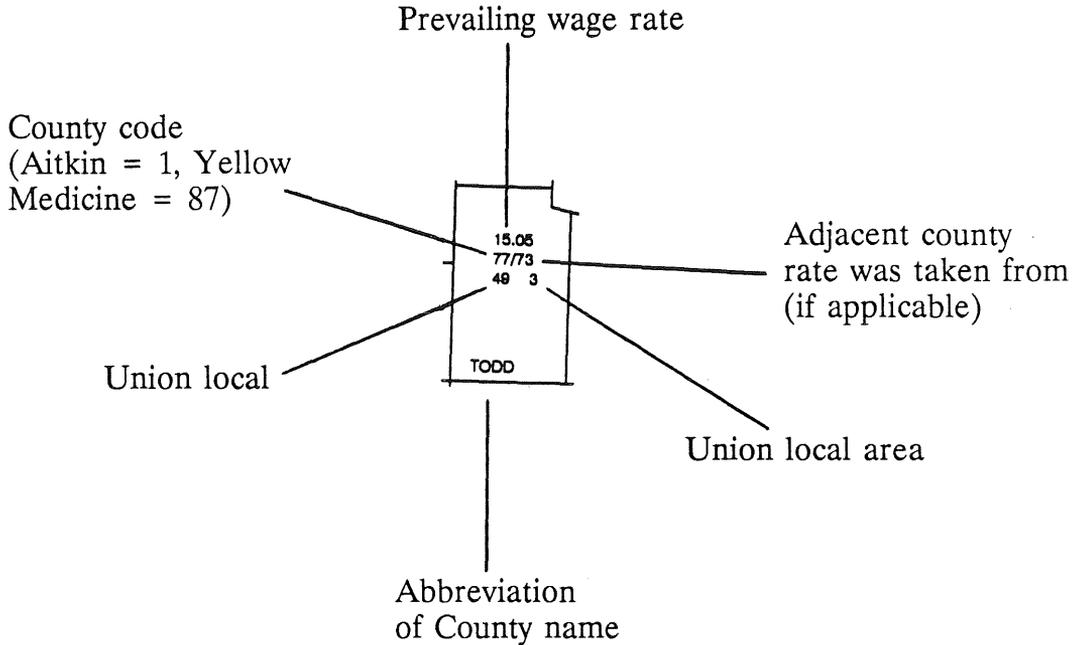
- 302 Dumpman
- 305 Truck driver
- 306 Single- or 2-axle unit
- 307 Tandem or 3-axle unit
- 308 4-axle unit

## **SPECIAL CRAFTS**

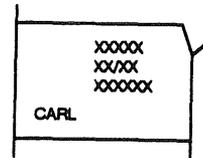
- 403 Bricklayer
- 404 Carpenter
- 405 Carpetlayer
- 406 Cement mason
- 407 Electrician
- 409 Glazier
- 410 Lather
- 412 Iron worker
- 414 Millwright
- 415 Painter
- 417 Pipe/steamfitter
- 418 Plasterer
- 419 Plumber
- 420 Roofer
- 421 Sheetmetal worker
- 422 Sprinkler fitter
- 424 Tile setter
- 430 Communication systems technician
- 431 Communication systems installer

# COUNTY WAGE RATE COMPARISONS

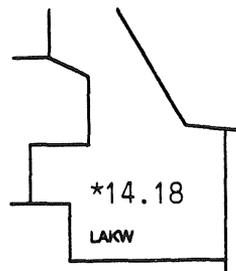
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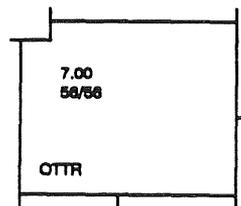
X's indicate a prevailing wage rate was not determined for the county

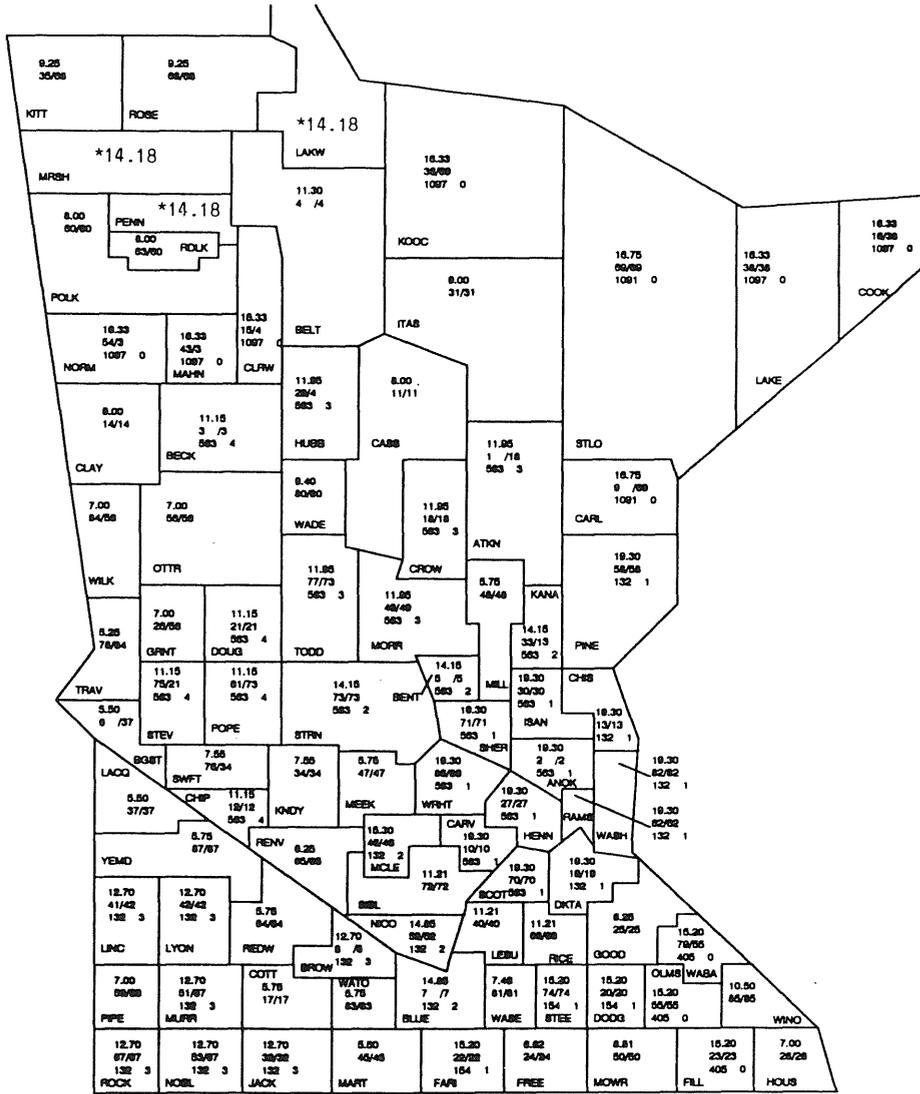


A rate preceded by an asterisk (\*) has been updated since the original map was produced. The rate may or may not be taken from an adjacent county and may or may not be collectively bargained.

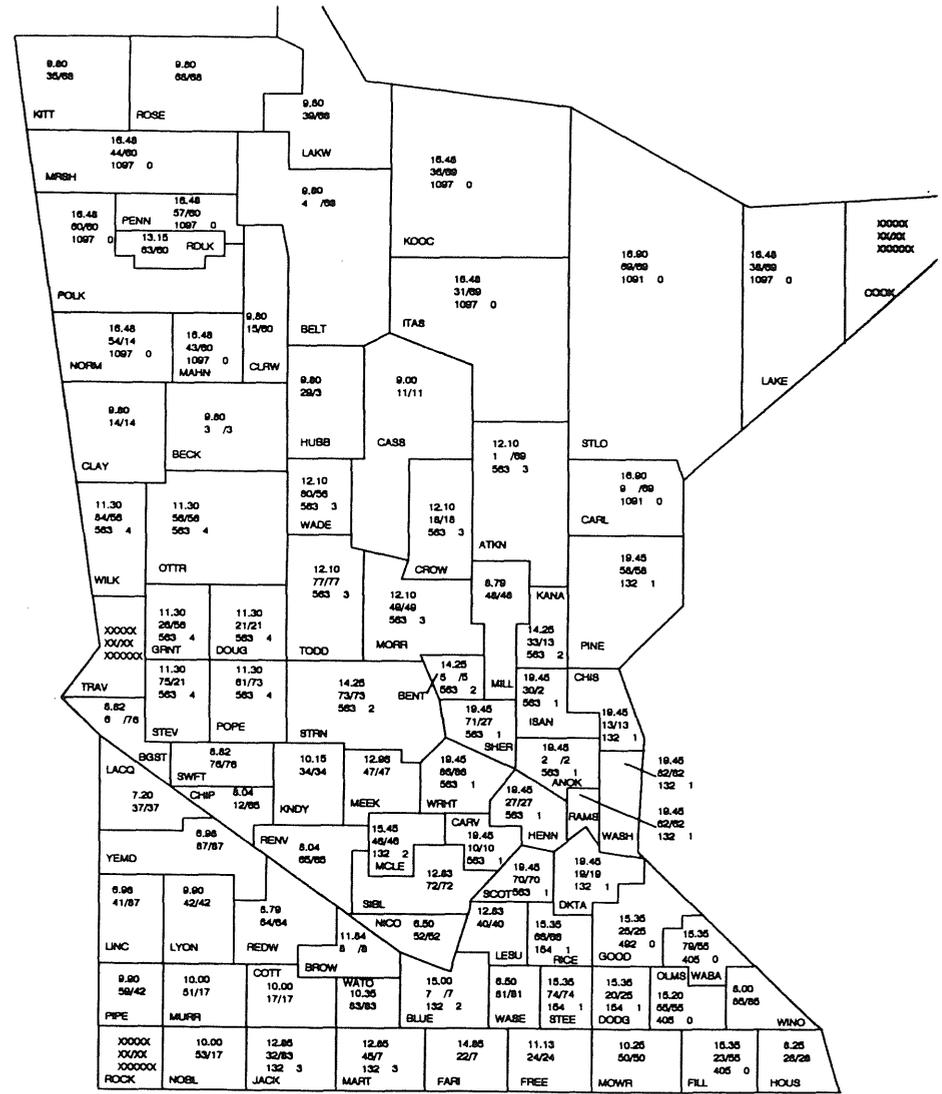


If no union local and union local area are designated, the rate is not collectively bargained

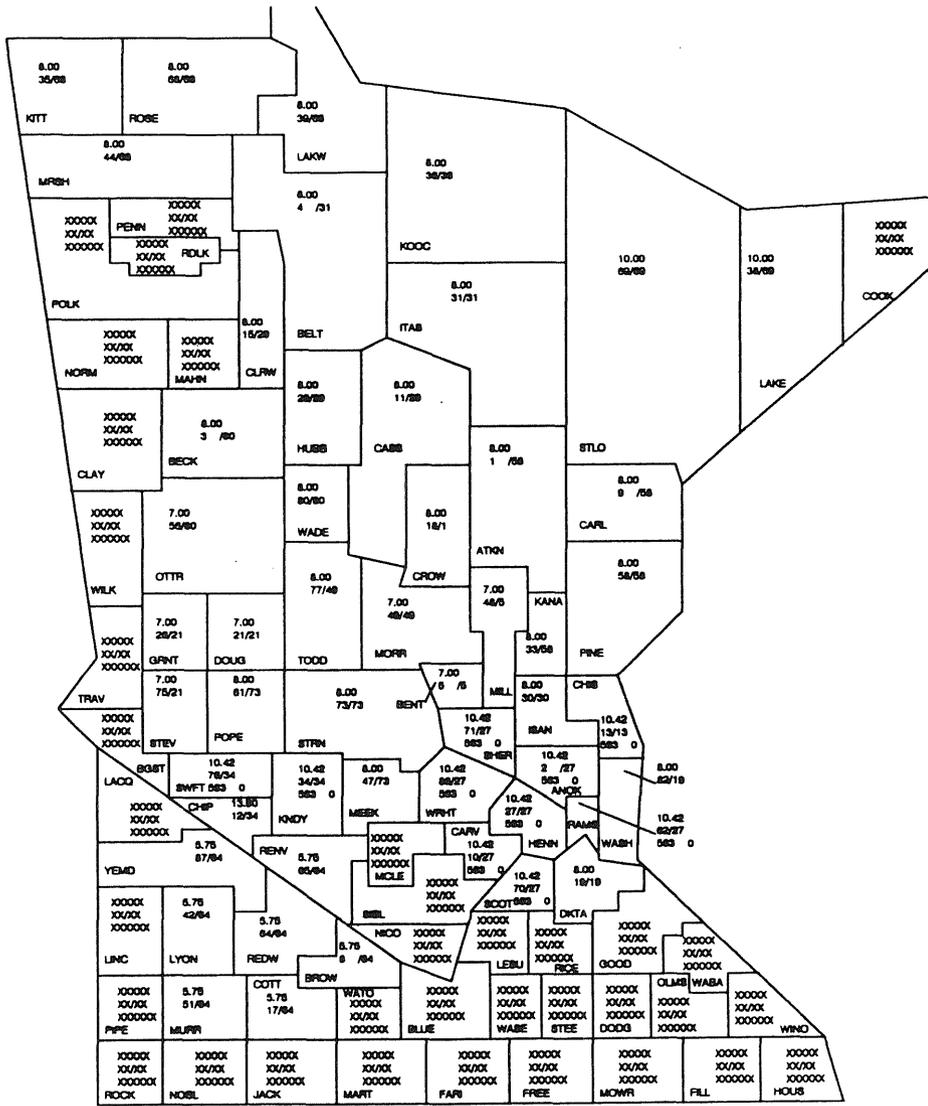




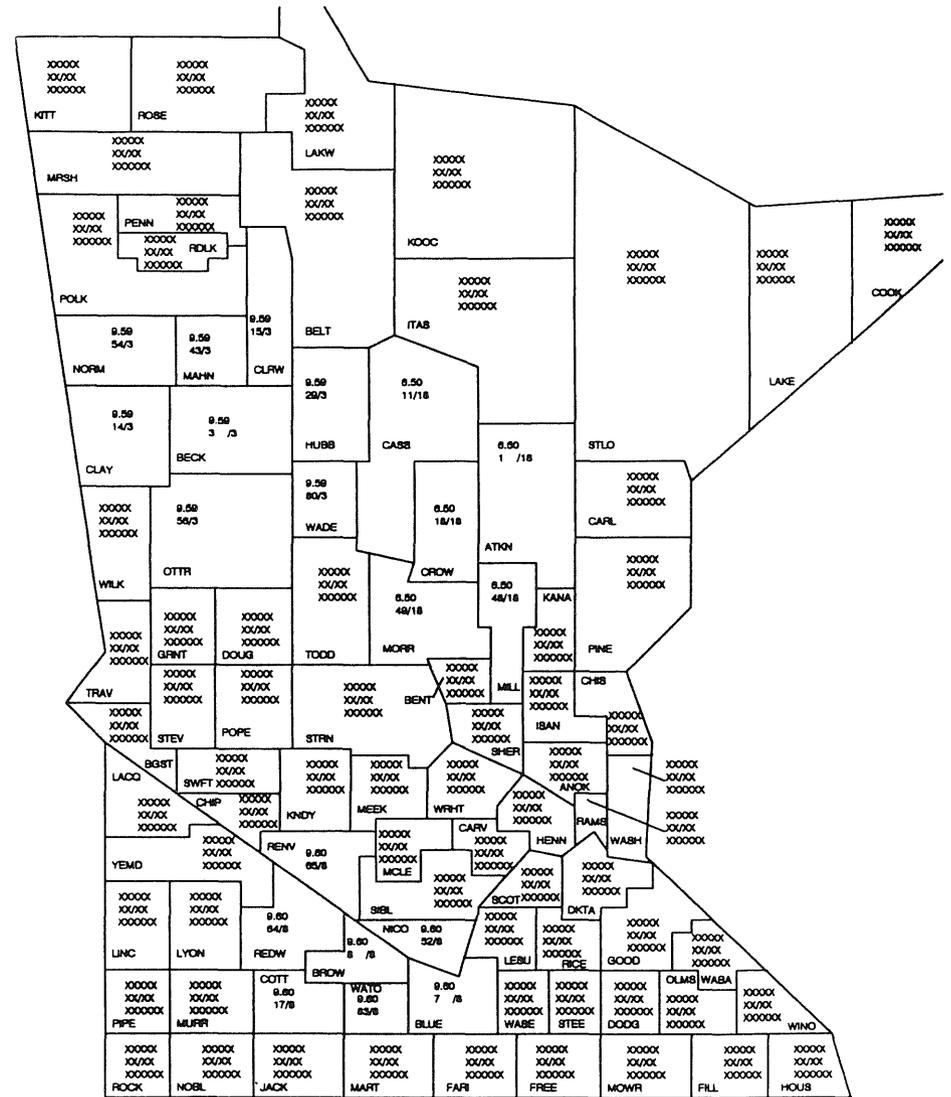
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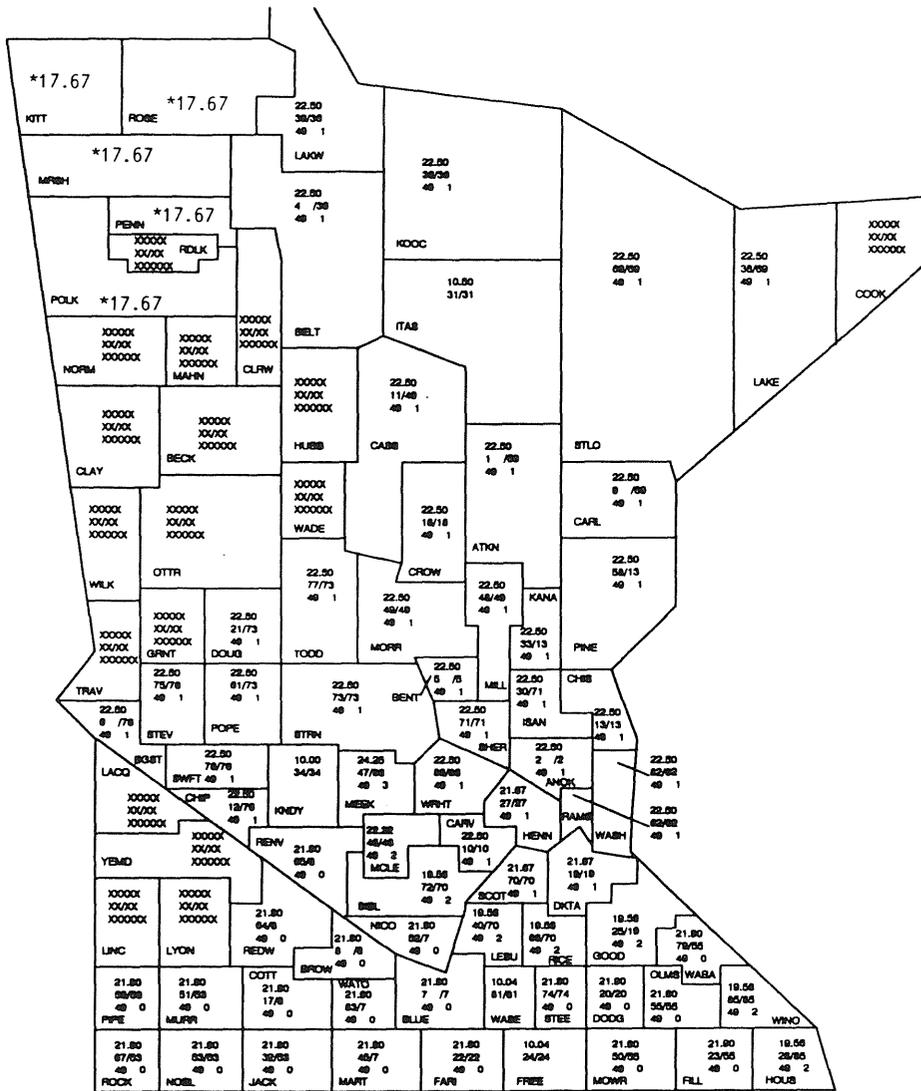
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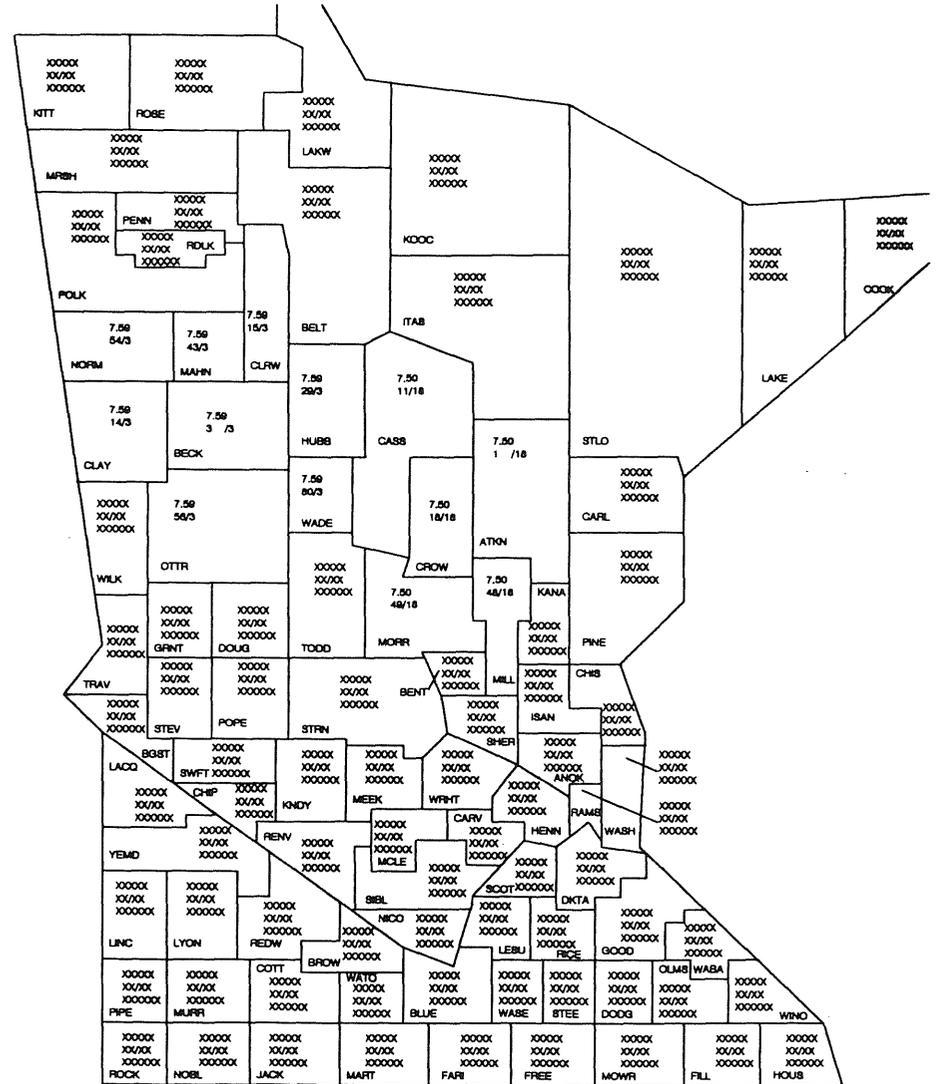
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LABOR CODE:202 CONSTRUCTION CLASS:C



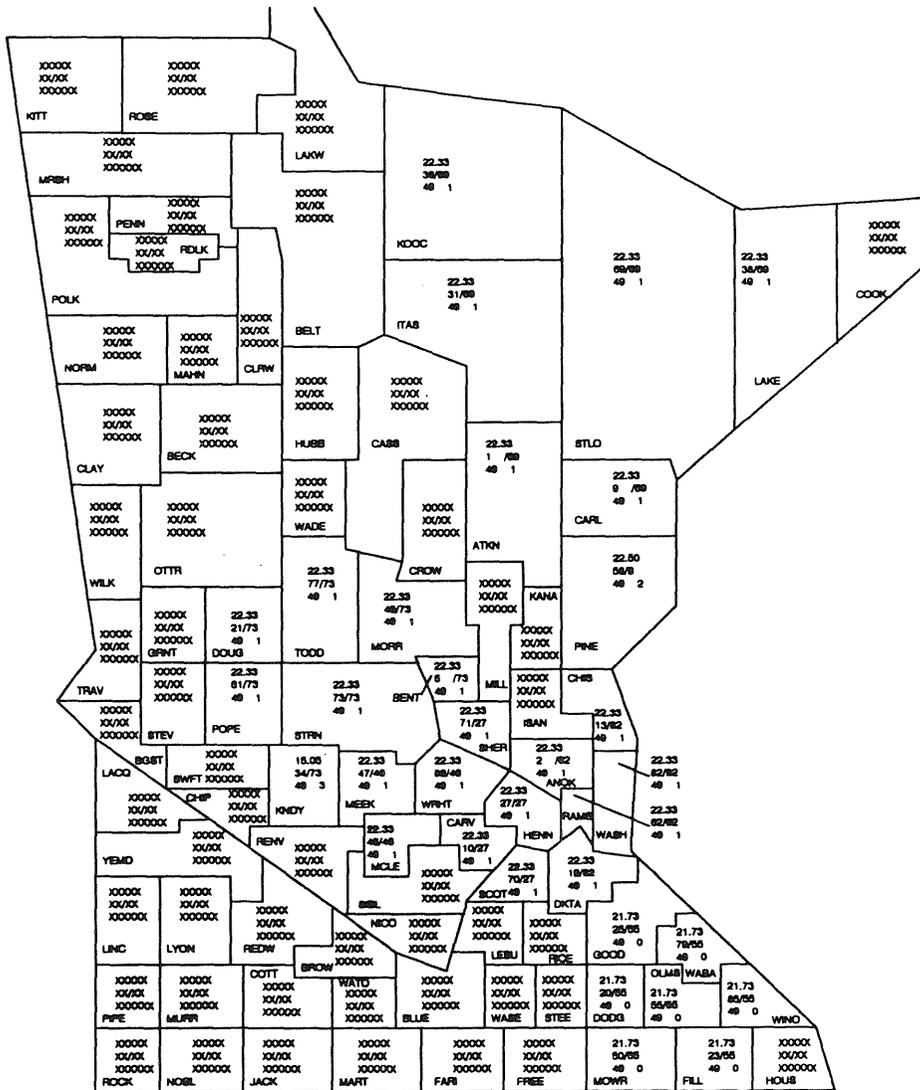
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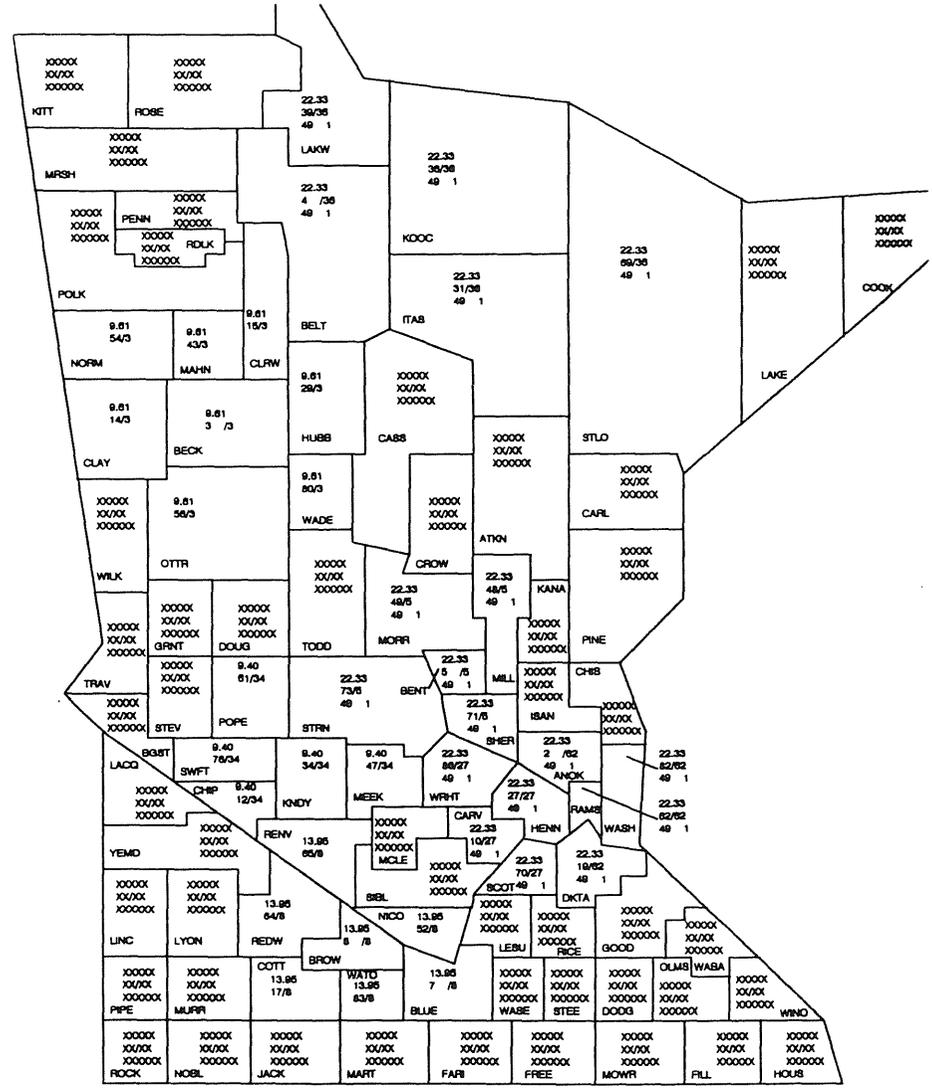
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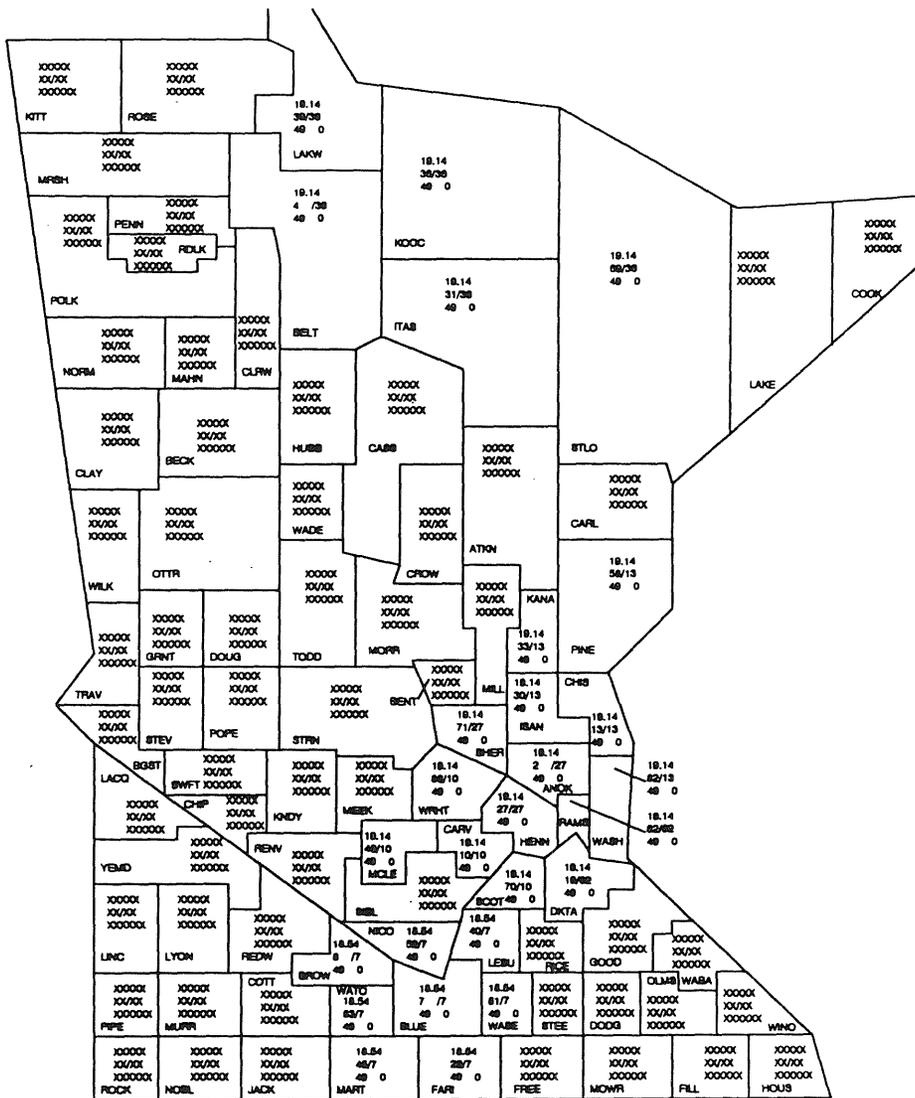




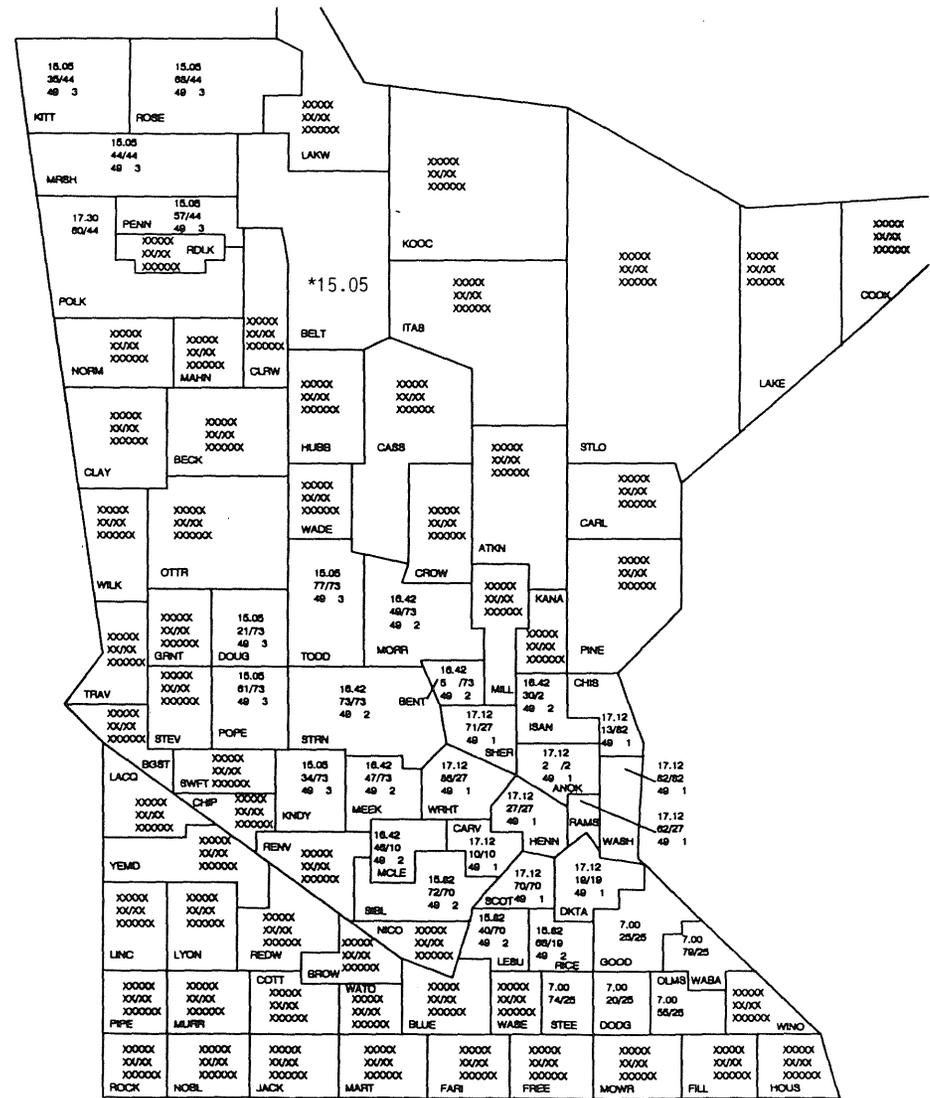
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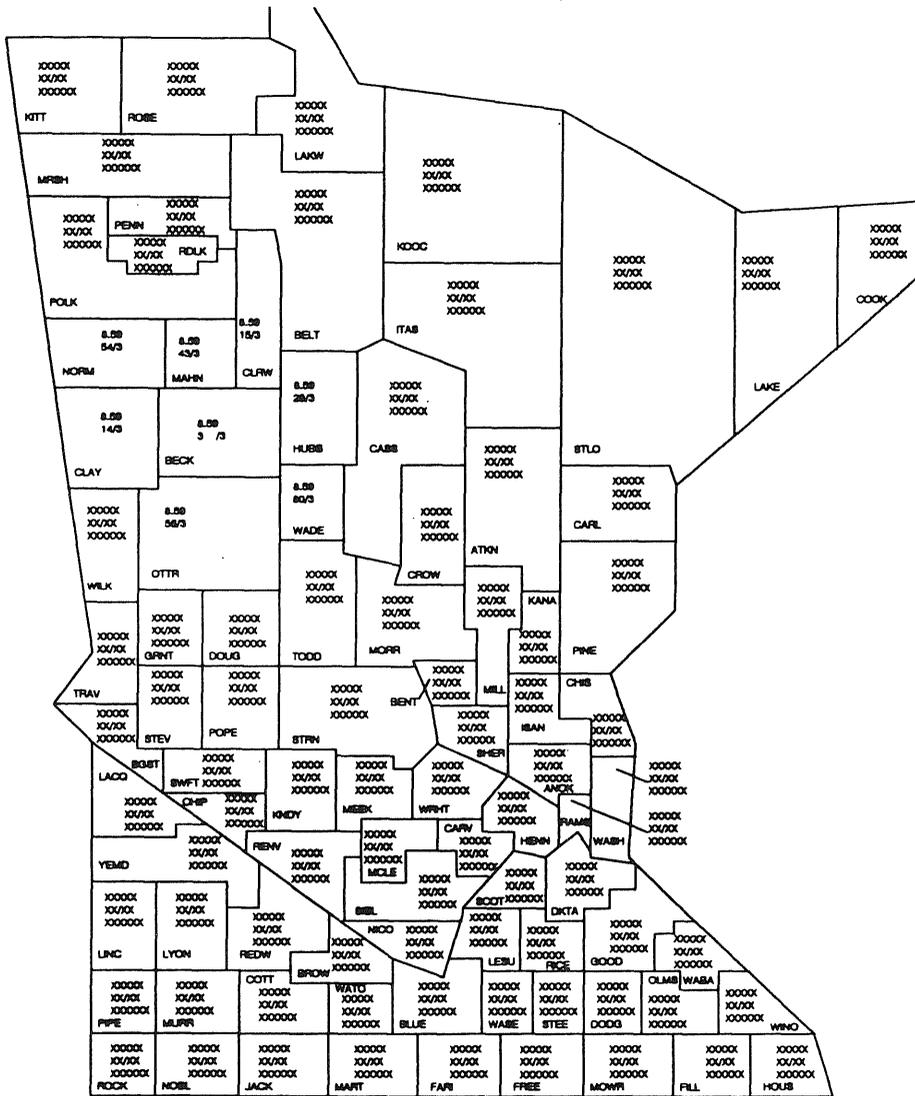
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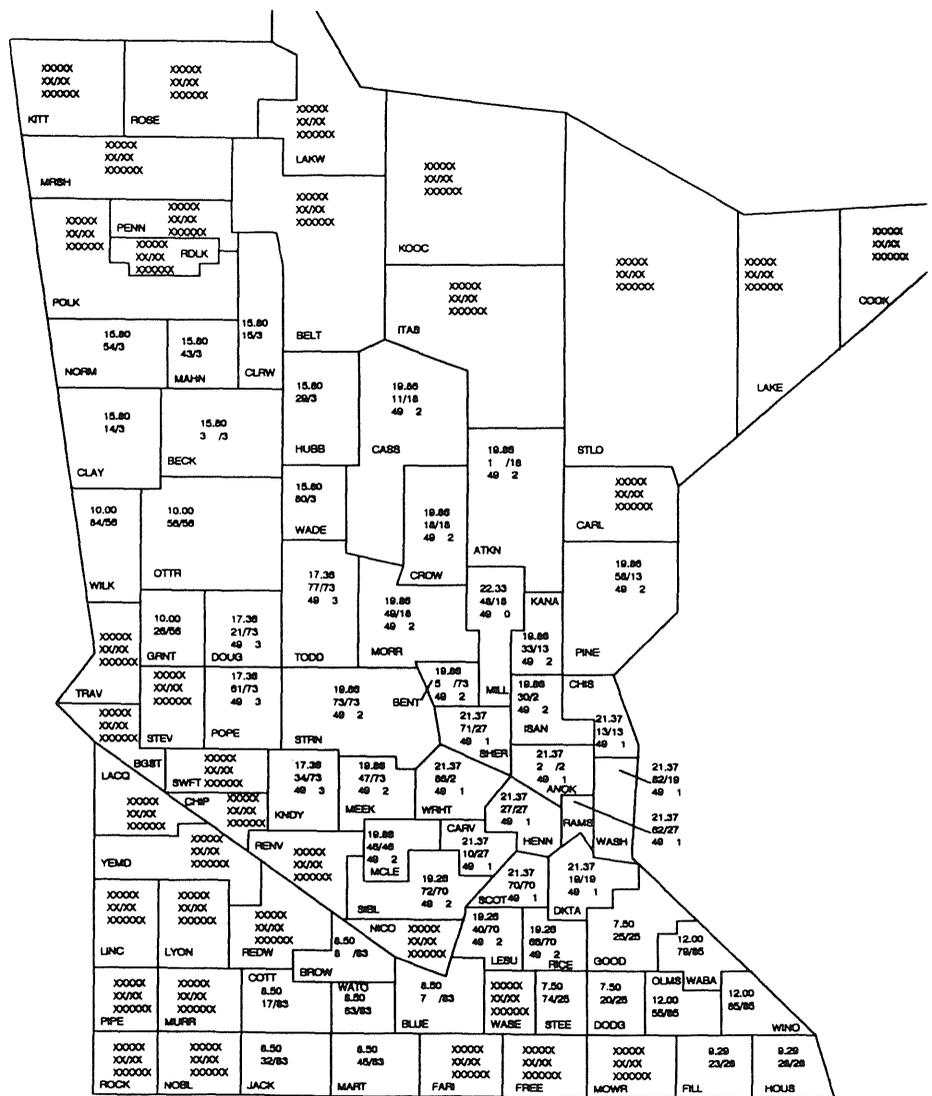
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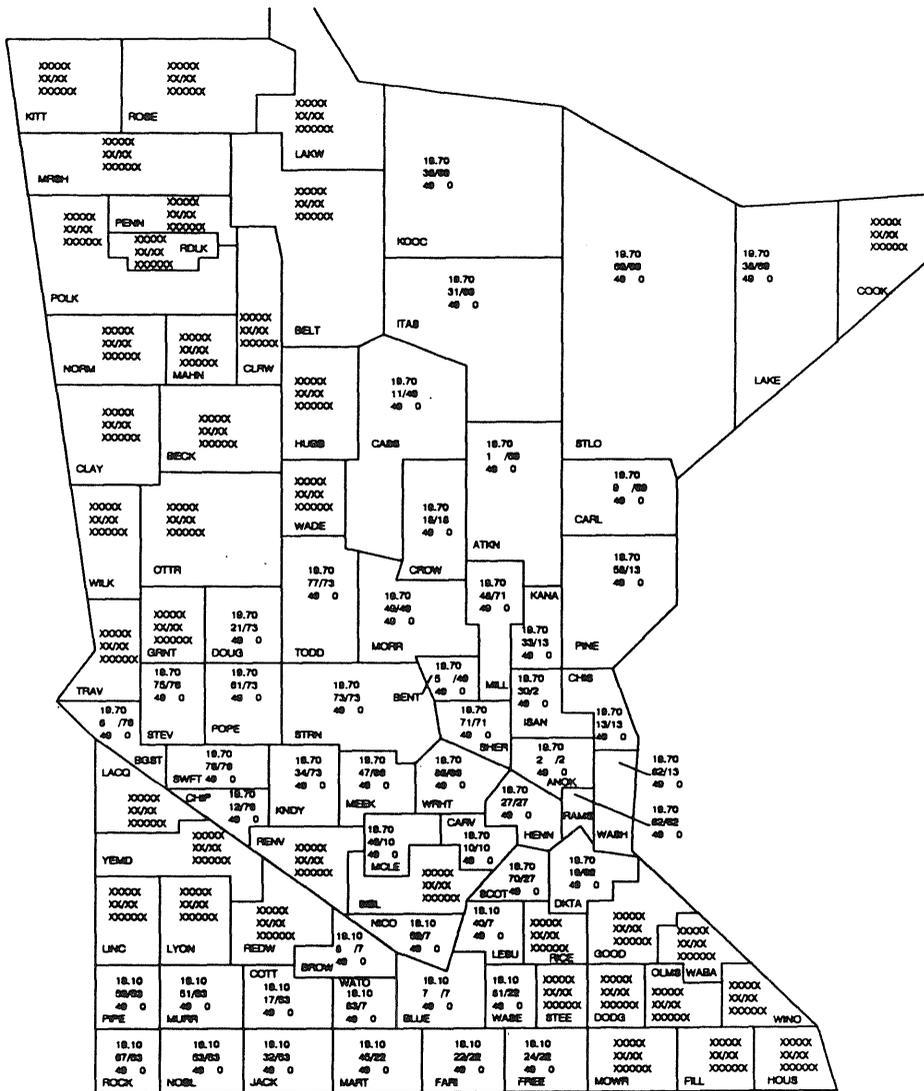
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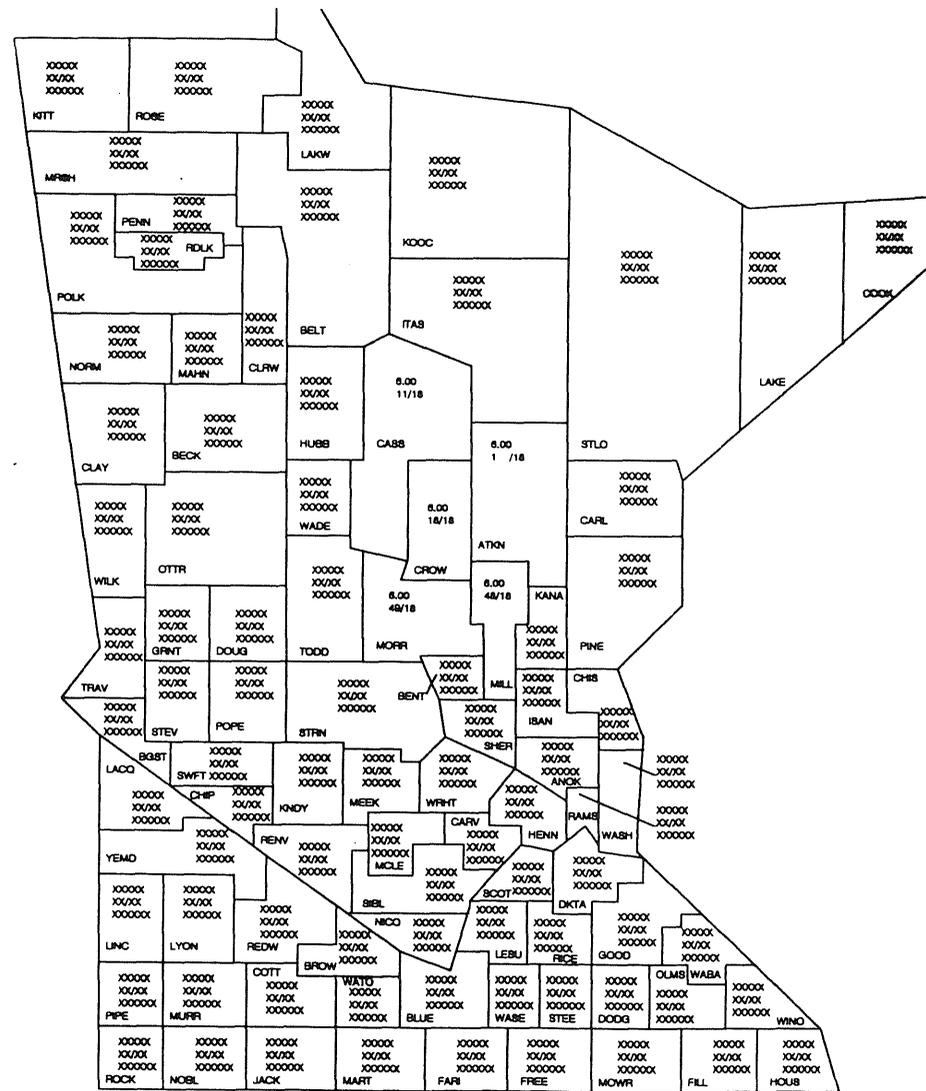
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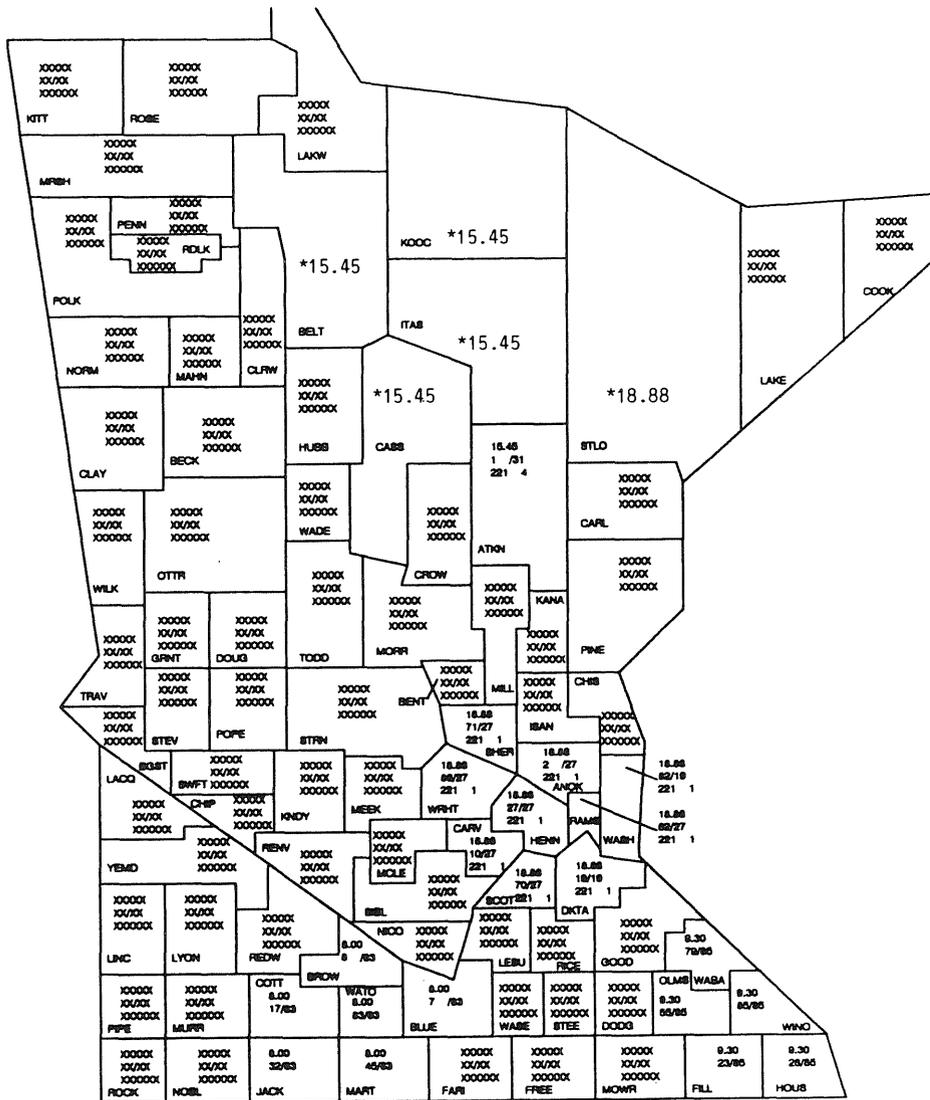
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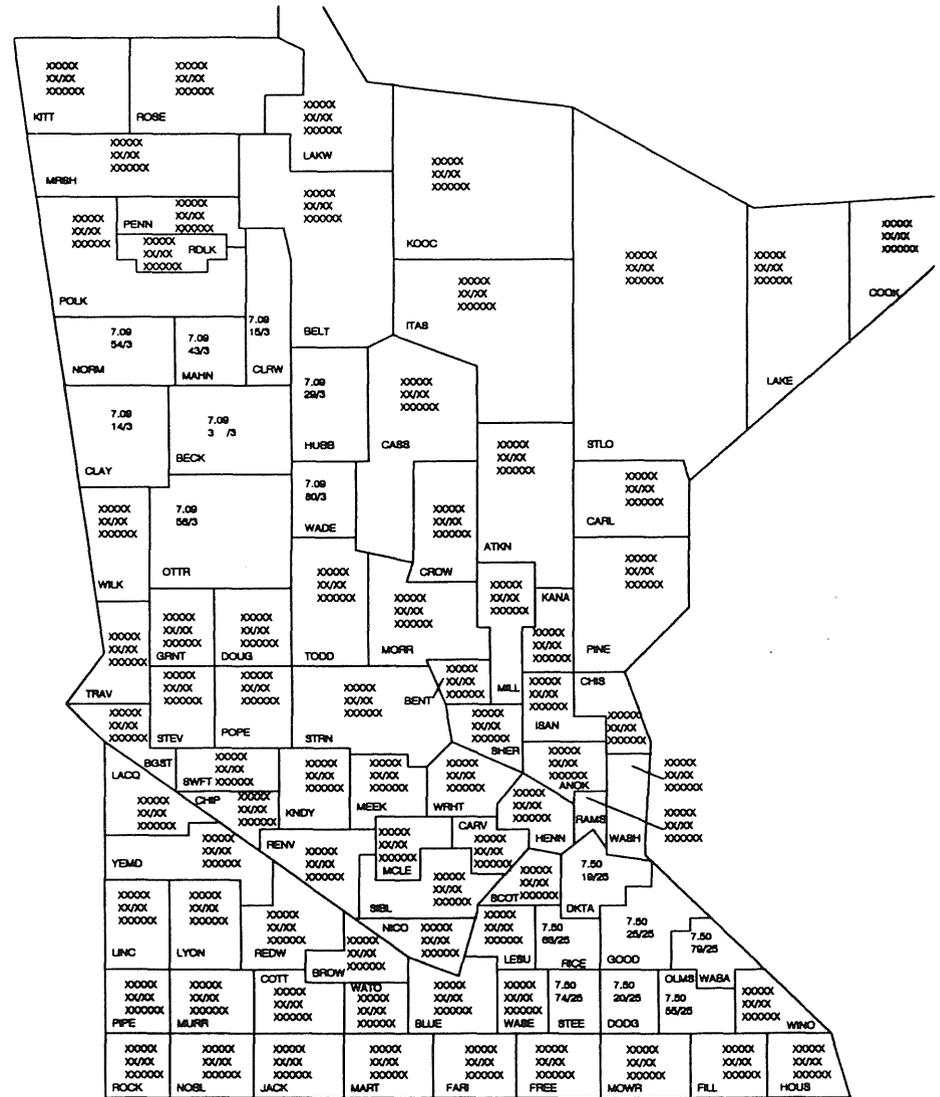
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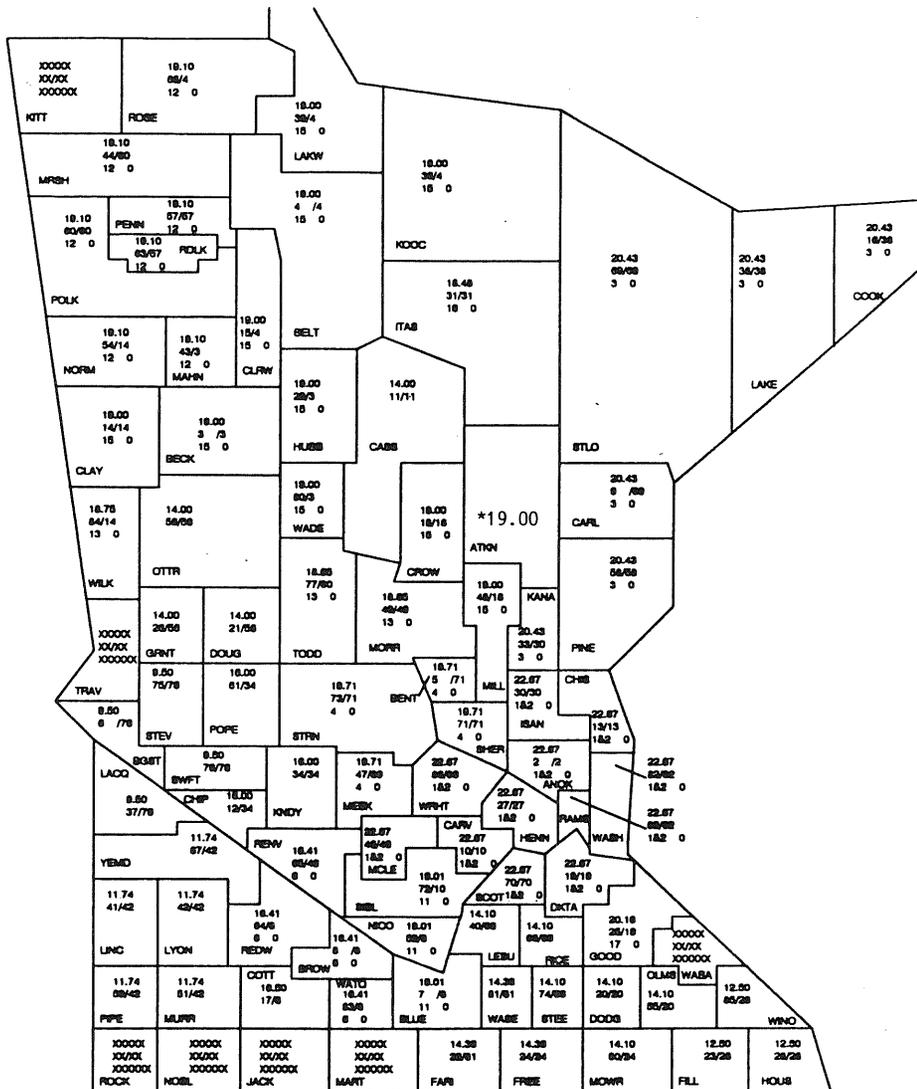


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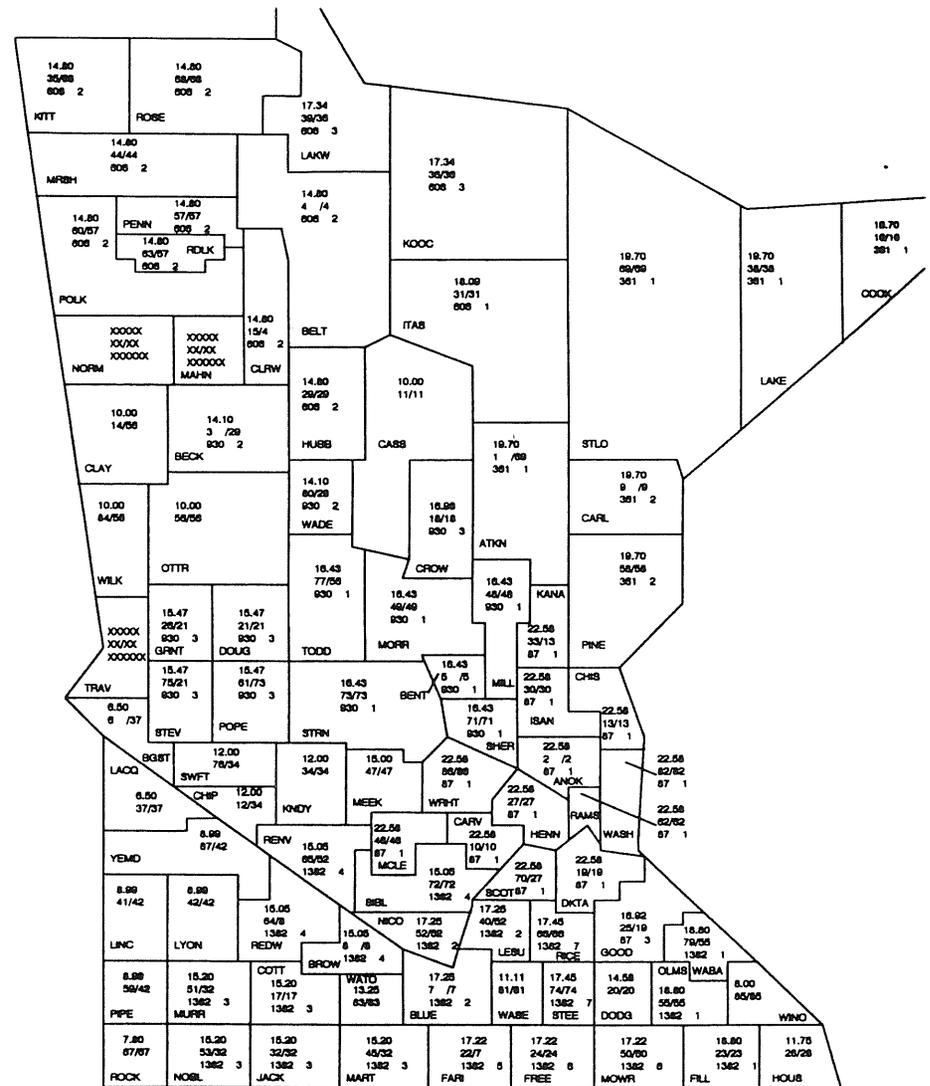


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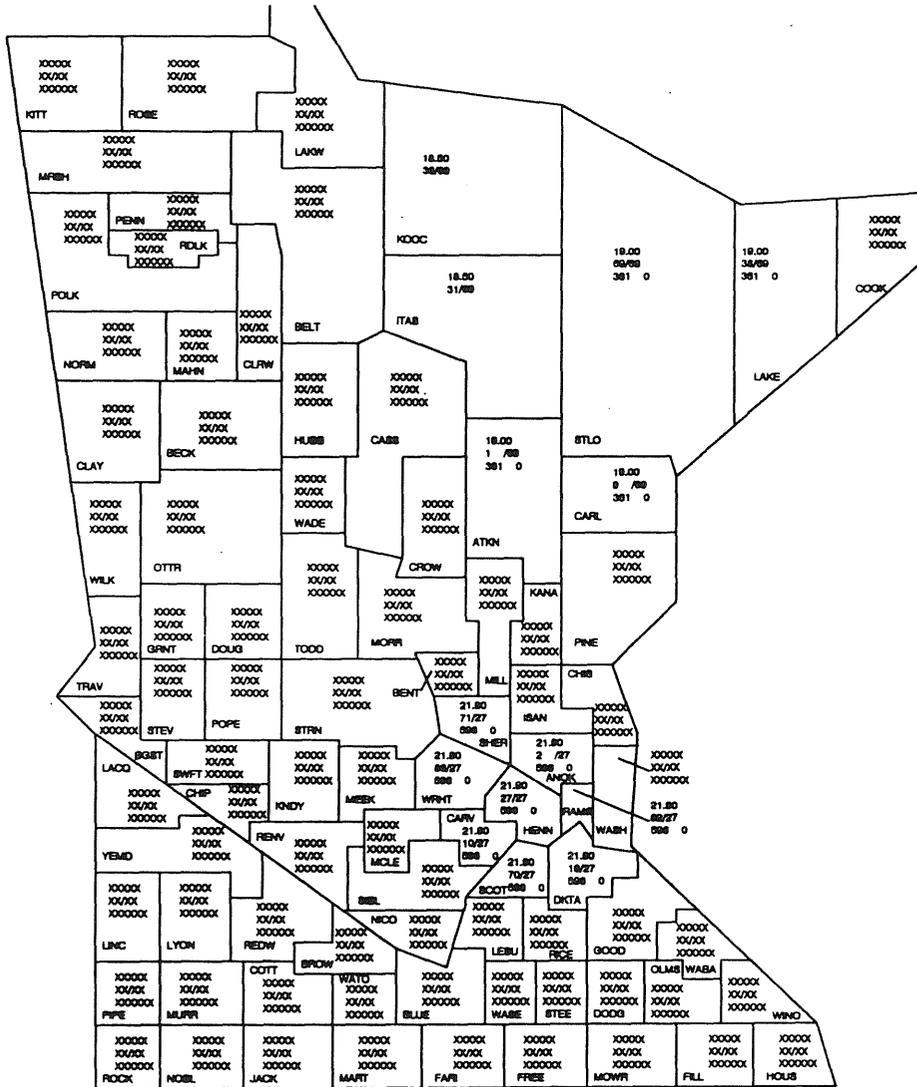




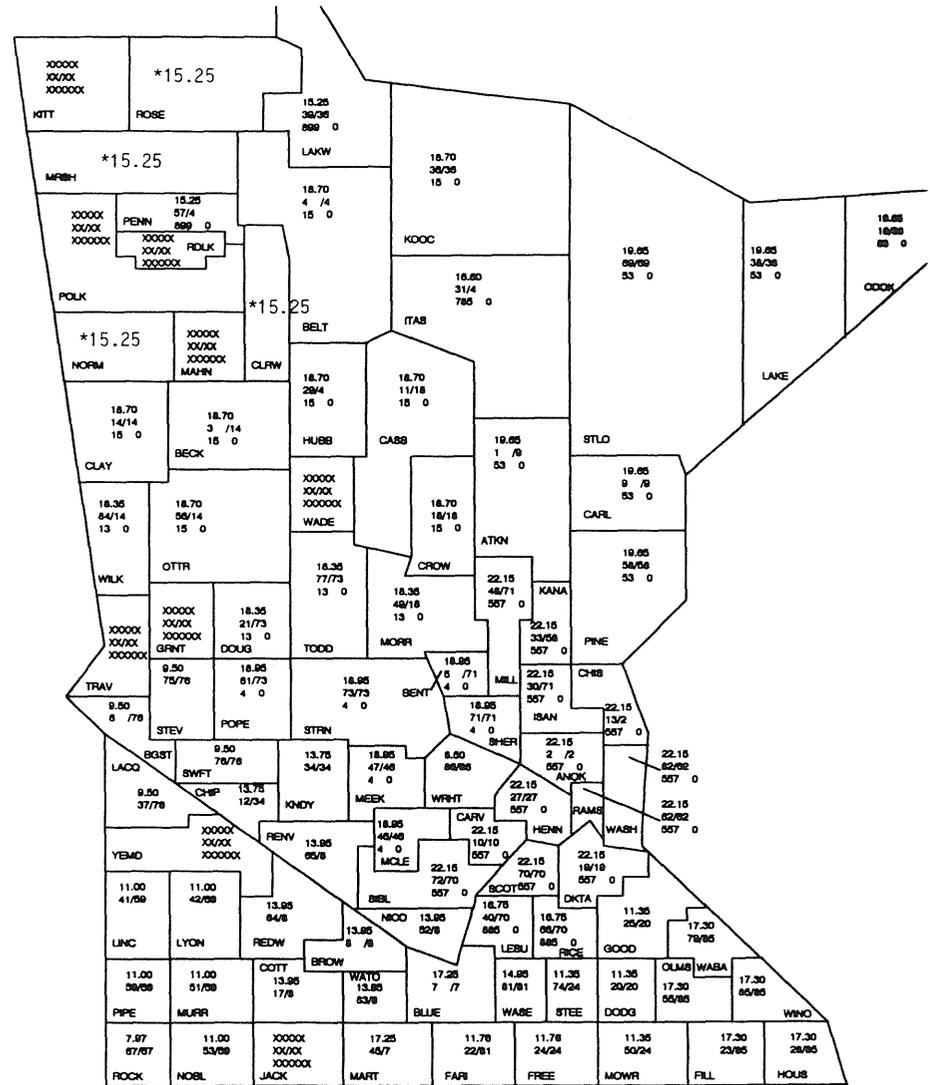
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LABOR CODE:404 CONSTRUCTION CLASS:C

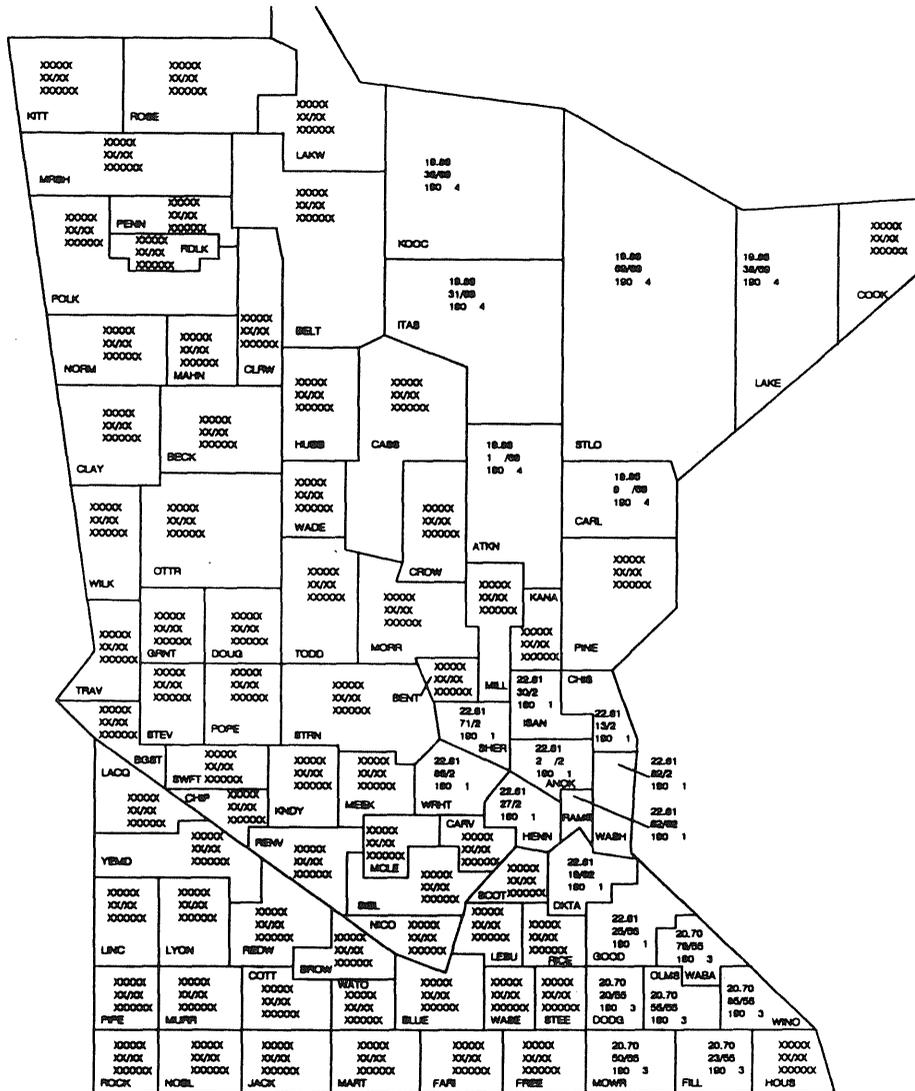


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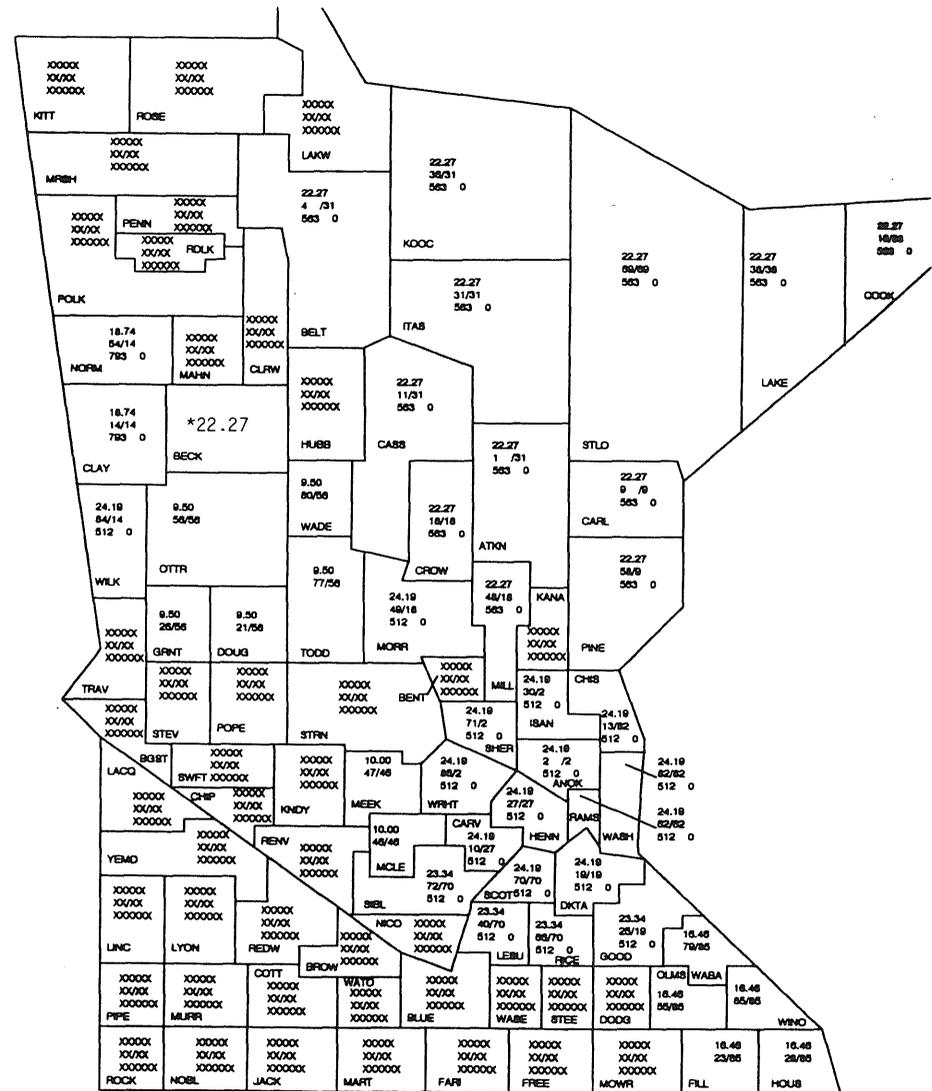


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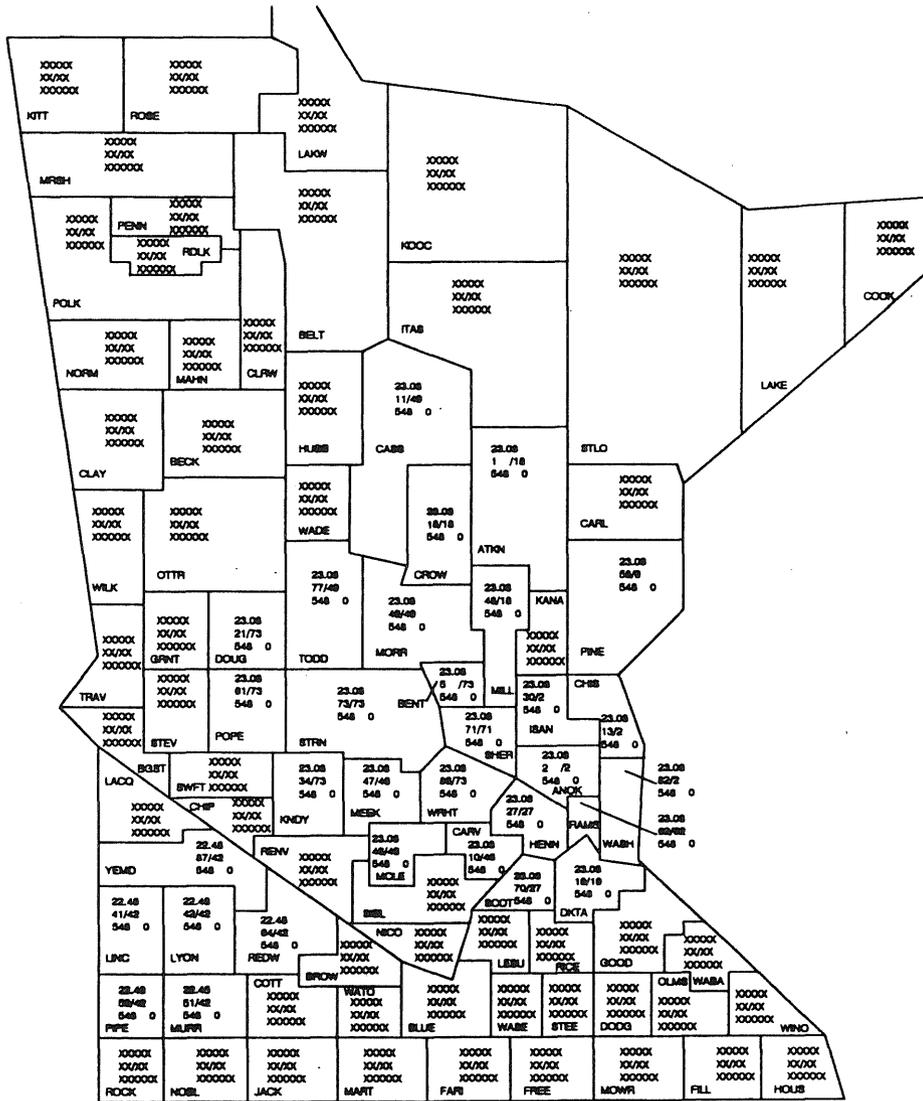




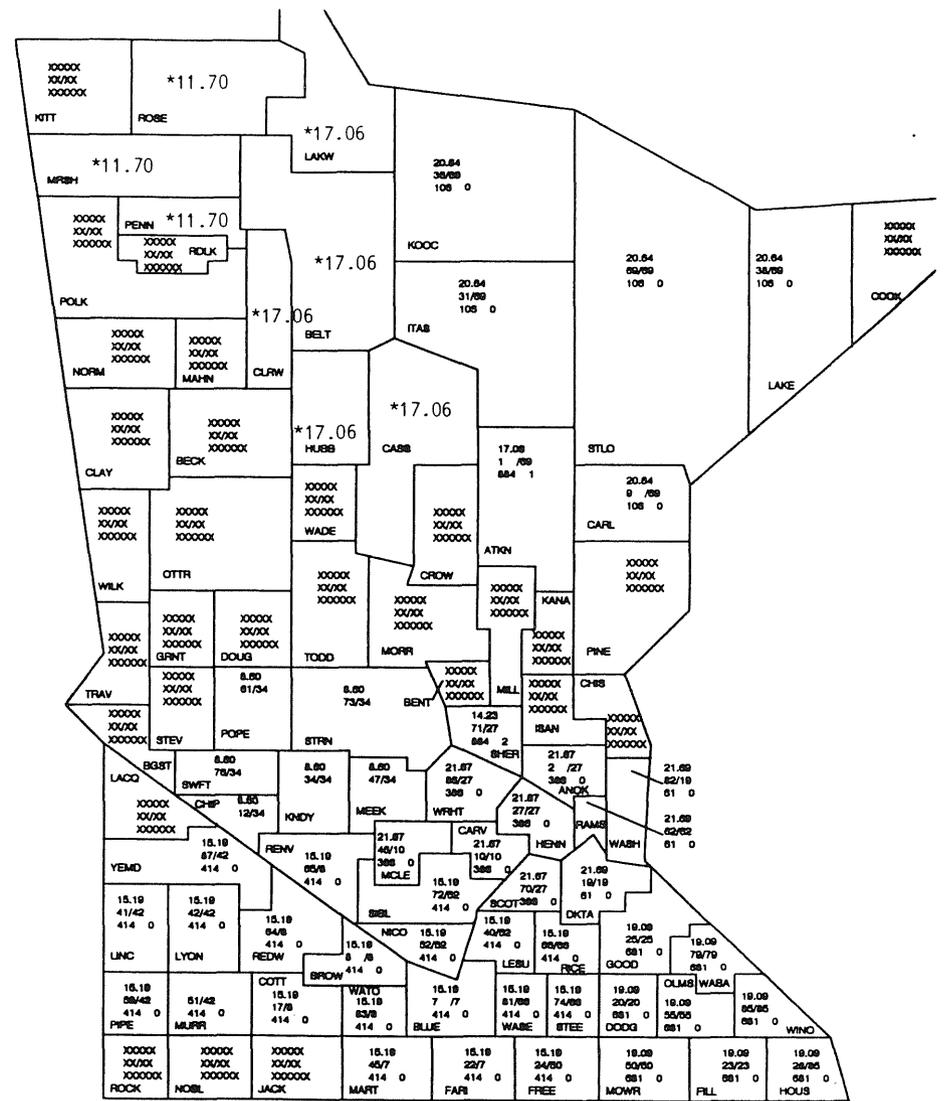
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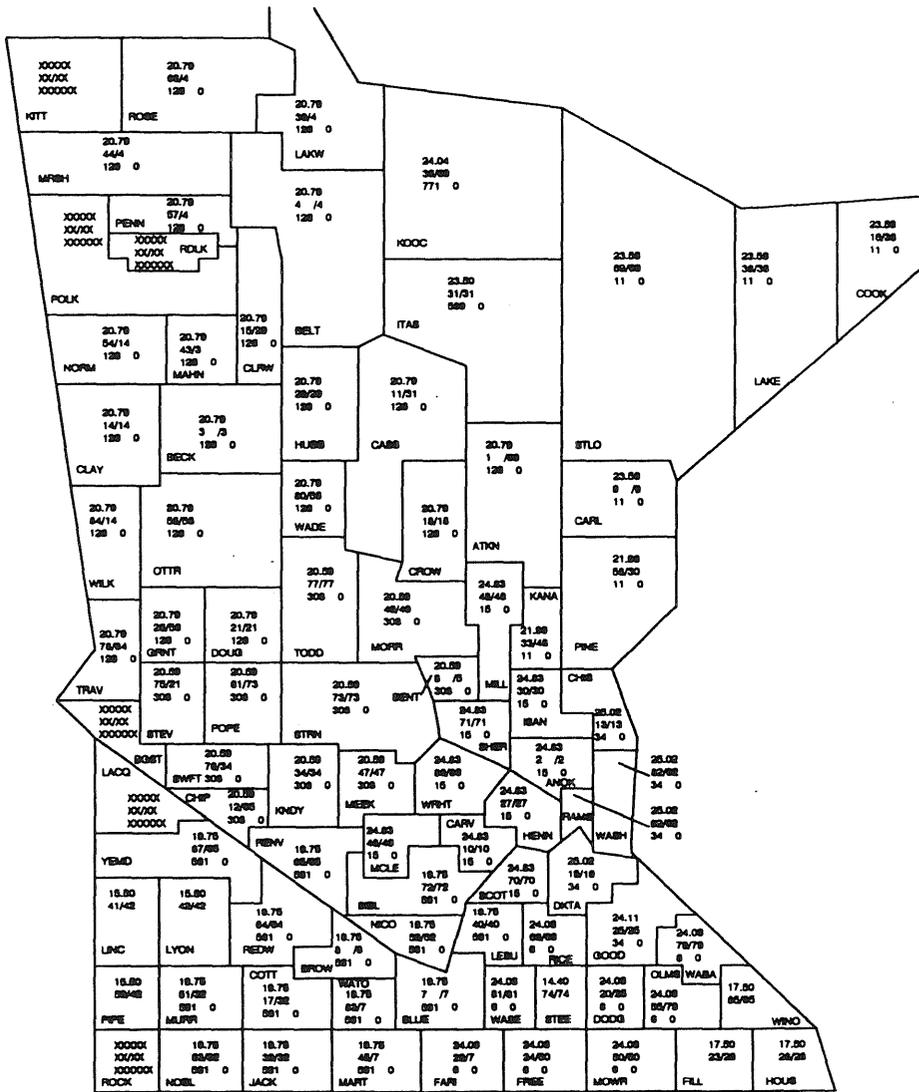


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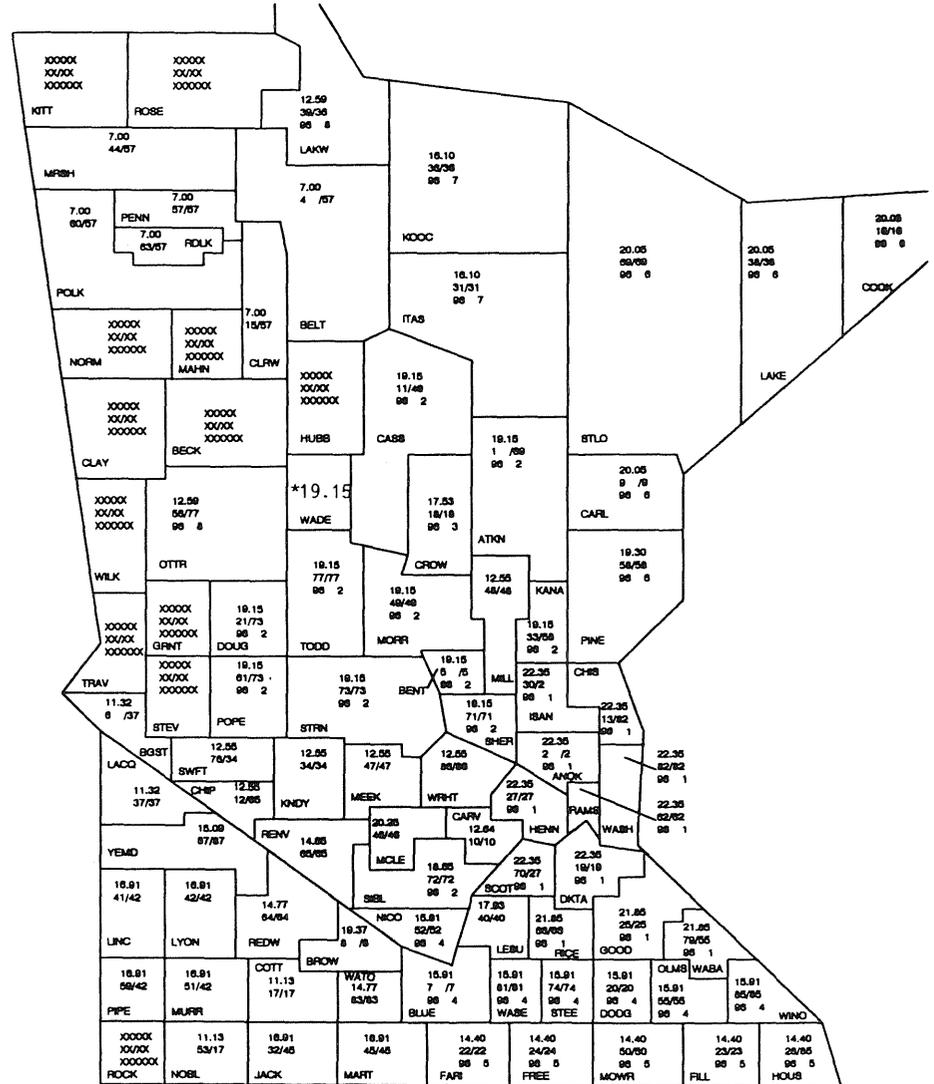


LABOR CODE:415 CONSTRUCTION CLASS:C





LABOR CODE:419 CONSTRUCTION CLASS:C



LABOR CODE:420 CONSTRUCTION CLASS:C







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**Appendix L.**

**COUNTY WAGE  
RATE COMPARISONS:**

**Highway and heavy construction**

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# COUNTY WAGE RATE COMPARISONS

## Highway and heavy construction

The 1990 legislation outlining the requirements of this study stated that the Management Analysis Division must examine "the variations in prevailing wage rates among counties in Minnesota and between Minnesota and Federal prevailing wage rates." This appendix presents county comparisons for highway and heavy construction wage rates.

The maps in this appendix, produced by the Minnesota Department of Labor and Industry's Labor Standards Division on June 11, 1990, represent wage determinations made in three zones. Zone I (northern) rates went into effect Feb. 1, 1990, Zone II (central) rates June 11, 1990, and Zone III (southern) rates Oct. 1, 1989.

A map is presented for each utilized classification in construction class "H" (highway and heavy construction). Labor classifications are coded as:

### LABORERS

- 101 Laborer, common
- 102 Laborer, skilled
- 103 Laborer, landscape
- 104 Flagperson
- 105 Watchperson
- 106 Powderman
- 107 Pipelayer
- 108 Tunnel miner
- 109 Underground/open ditch laborer

### POWER EQUIPMENT OPERATORS

- 201 Air compressor operator
- 202 Asphalt/bituminous stabilizer plant operator
- 203 Dragline with shovel-type controls
- 204 Bituminous spreader
- 205 Bituminous spreader (helper)
- 206 Conveyer operator
- 207 Concrete distributor
- 208 Concrete saw operator
- 209 Crushing plant operator
- 210 Curb machine
- 212 Fine grade operator
- 213 Forklift operator
- 214 Frontend loader operator
- 216 Fireman/tank car heater
- 217 Grader/motor patrol
- 218 Grader operator

- 219 Greaser
- 221 Chip spreader (self-propelled)
- 222 Mechanic/welder
- 223 Oilers
- 224 Pick-up sweeper
- 225 Pugmill operator
- 226 Roller operator (self-propelled)
- 228 Roller (greater than 6 tons)
- 231 Rubber-tire tractor operator
- 232 Shouldering machine operator
- 233 Slip form (power driven)
- 234 Turnapull operator
- 235 Tractor operator (D2, TD6)
- 236 Tractor operator (greater than D2, TD6)
- 237 Power-actuated augers
- 238 Truck crane oiler

## **TRUCK DRIVERS**

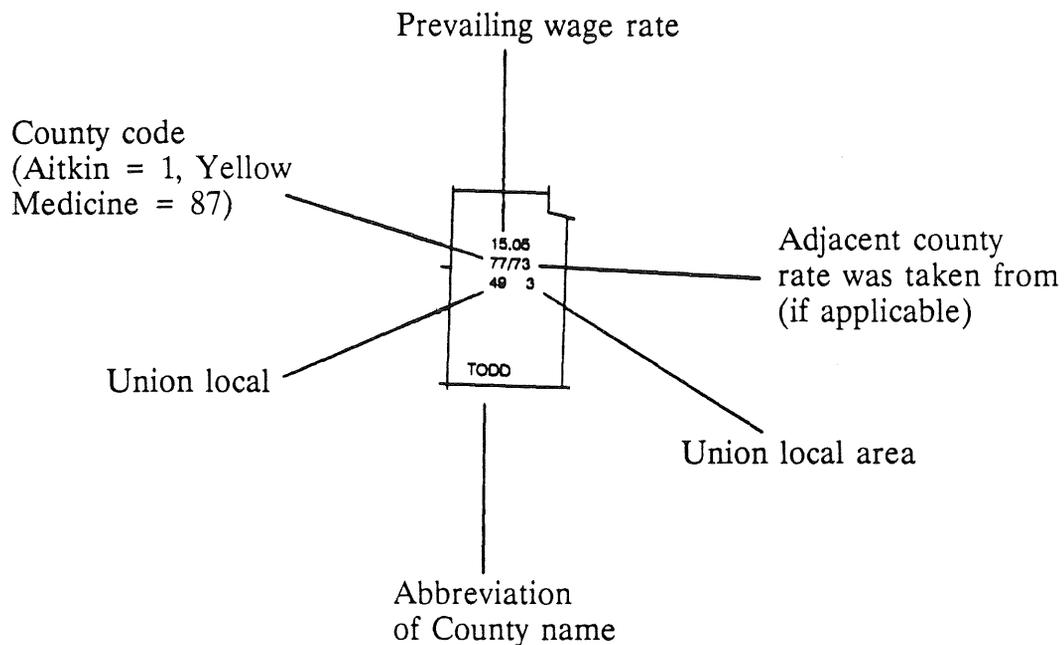
- 301 Bituminous distributor driver
- 302 Dumpman
- 305 Truck driver
- 306 Single- or 2-axle unit
- 307 Tandem or 3-axle unit
- 308 4-axle unit
- 309 5-axle unit

## **SPECIAL CRAFTS**

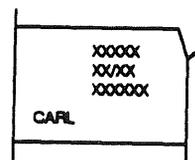
- 401 Asbestos worker
- 403 Bricklayer
- 404 Carpenter
- 406 Cement mason
- 407 Electrician
- 411 Groundman
- 412 Iron worker
- 413 Lineman
- 414 Millwright
- 415 Painter
- 416 Piledriverman
- 417 Pipe/steamfitter

# COUNTY WAGE RATE COMPARISONS

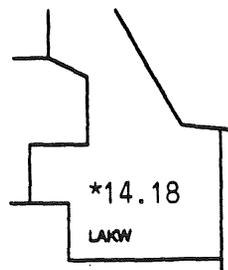
## Key to Maps



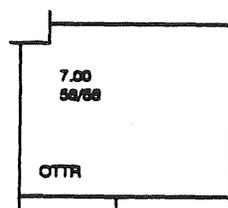
X's indicate a prevailing wage rate was not determined for the county



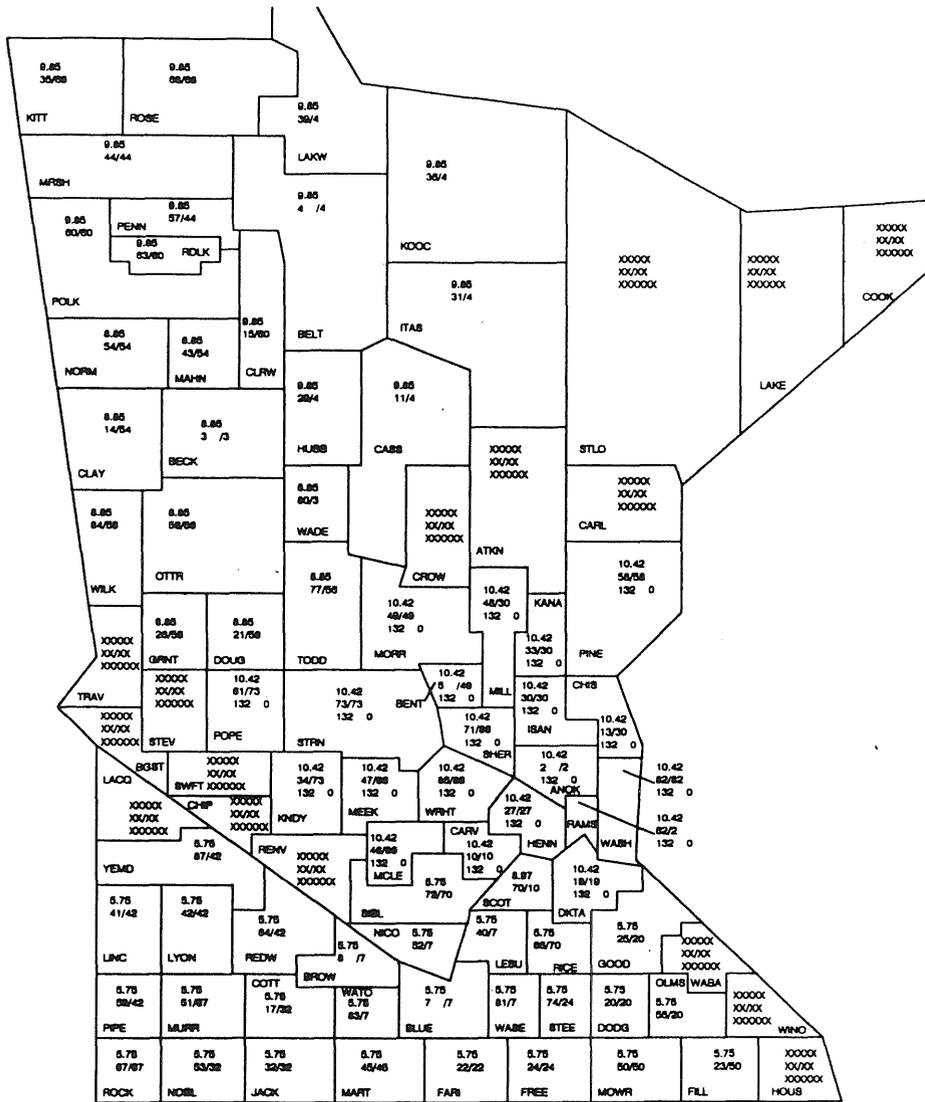
A rate preceded by an asterisk (\*) has been updated since the original map was produced. The rate may or may not be taken from an adjacent county and may or may not be collectively bargained.



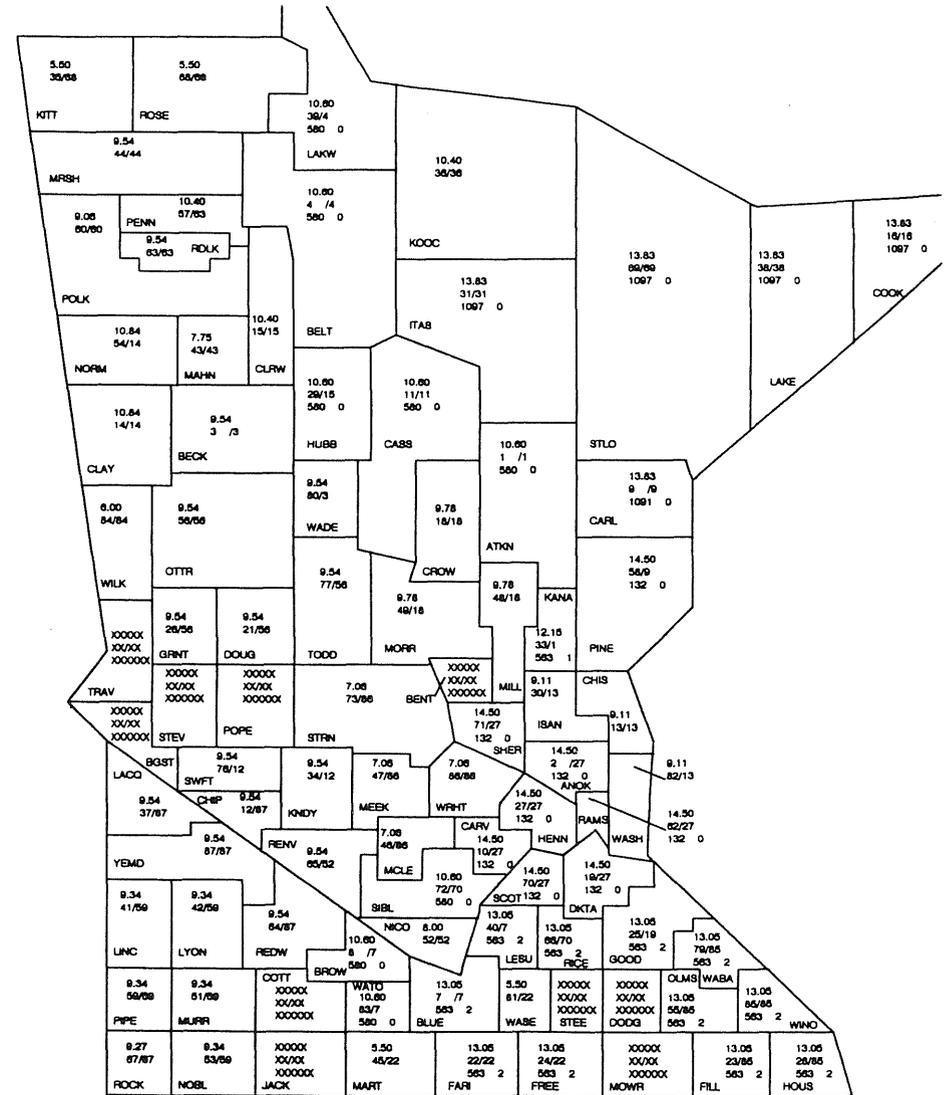
If no union local and union local area are designated, the rate is not collectively bargained





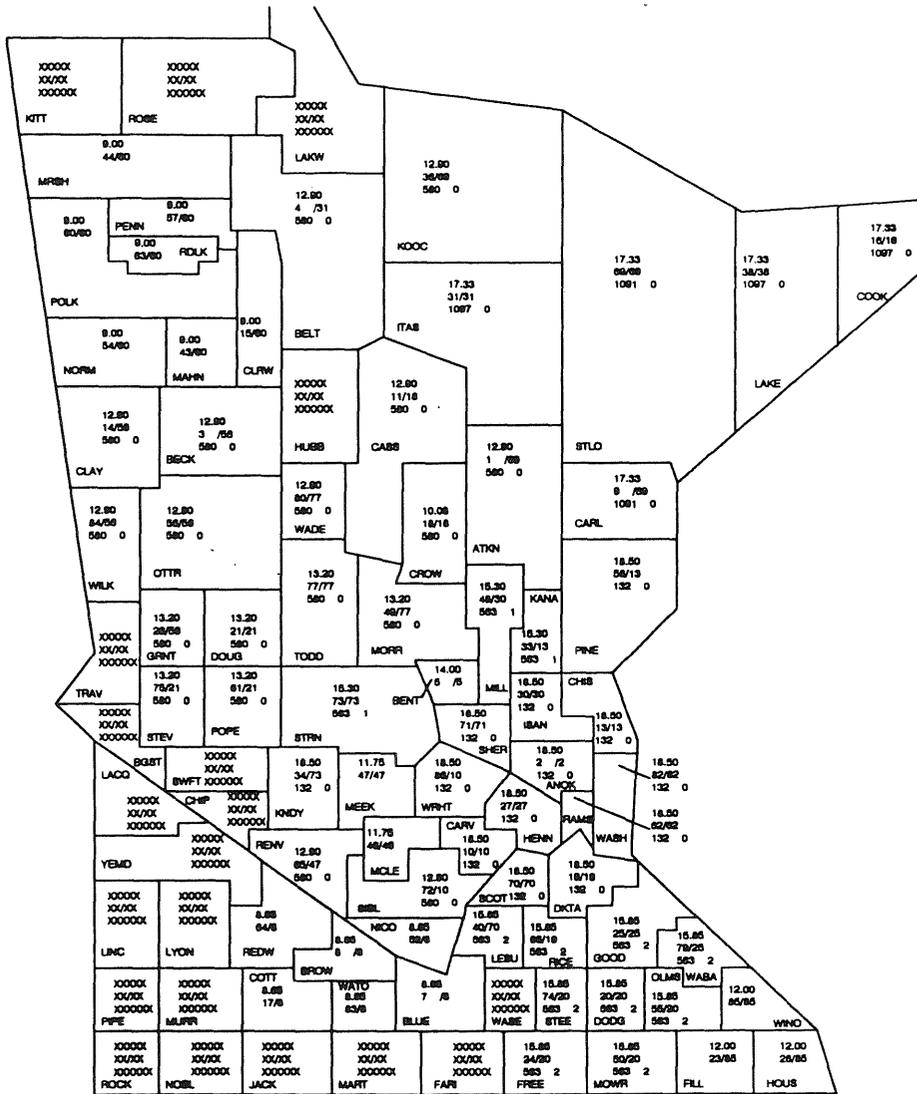


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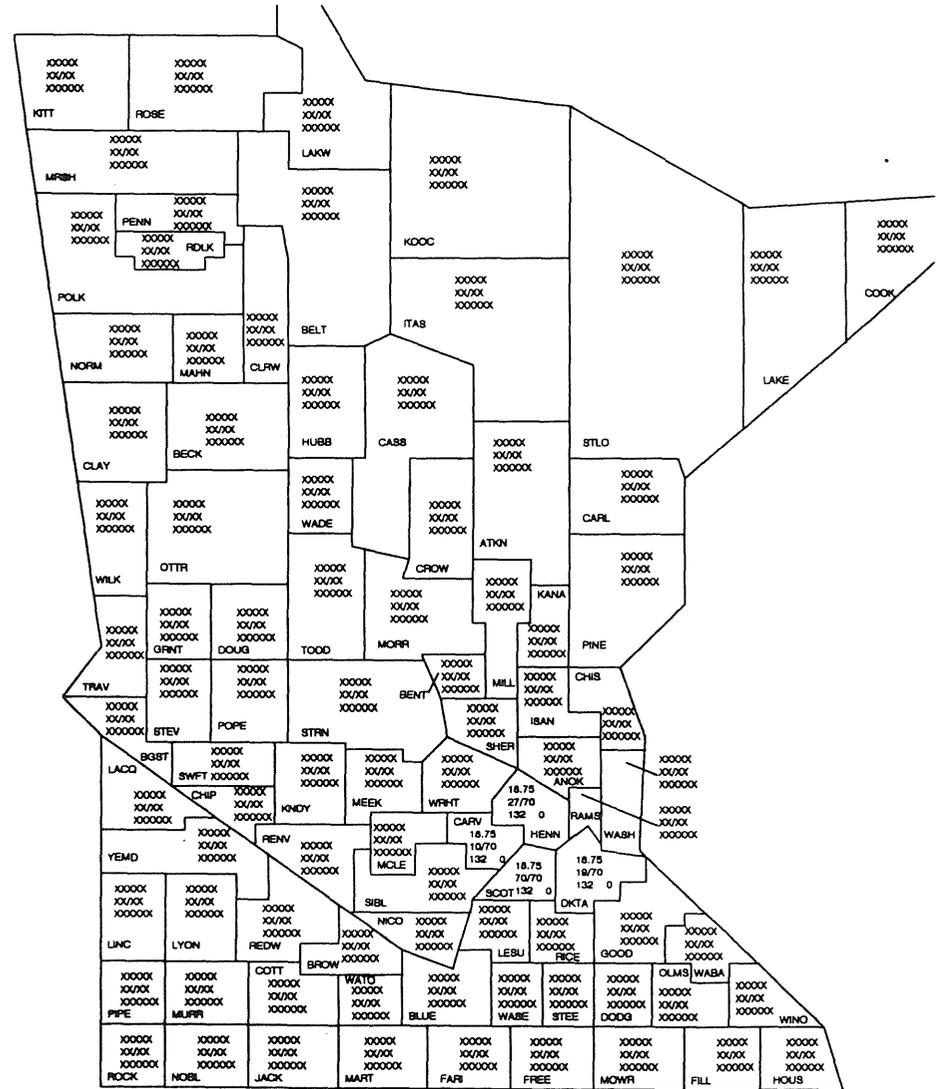


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LABOR CODE:107 CONSTRUCTION CLASS:H

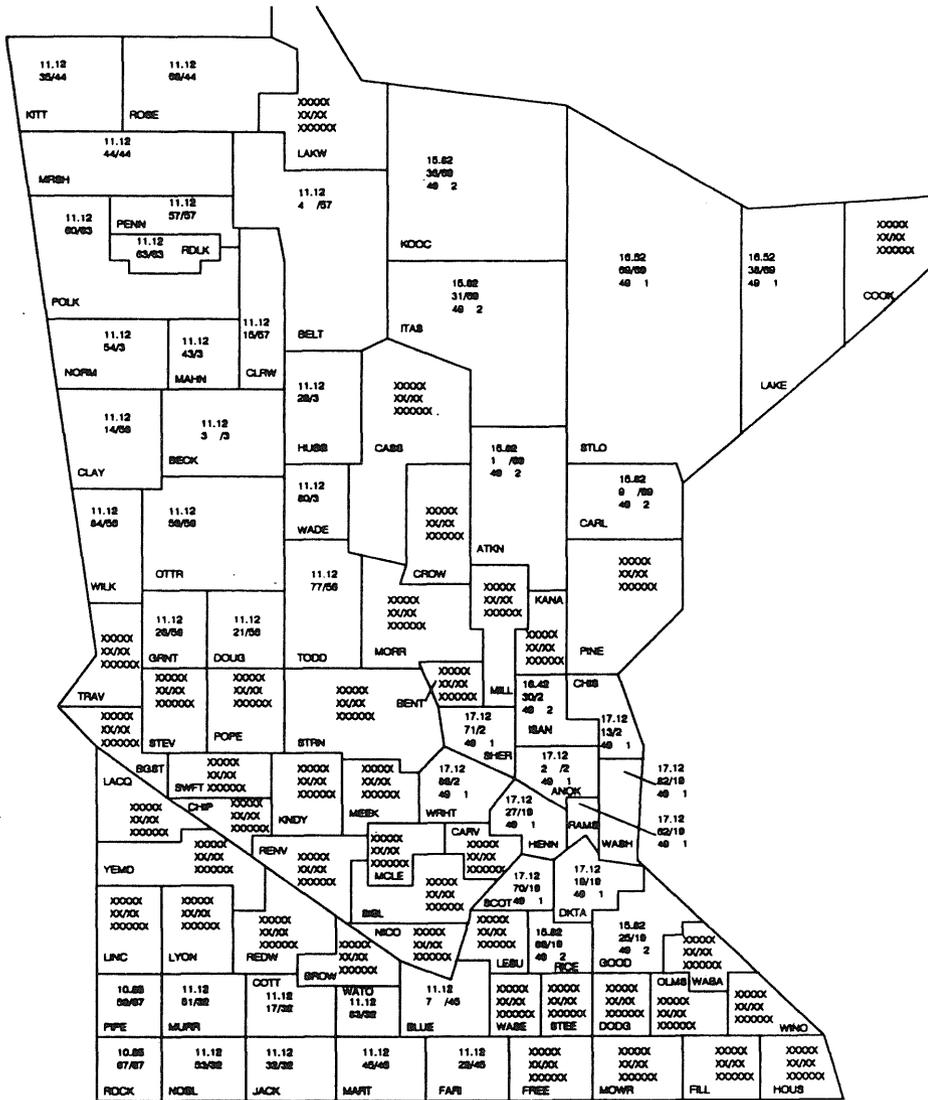


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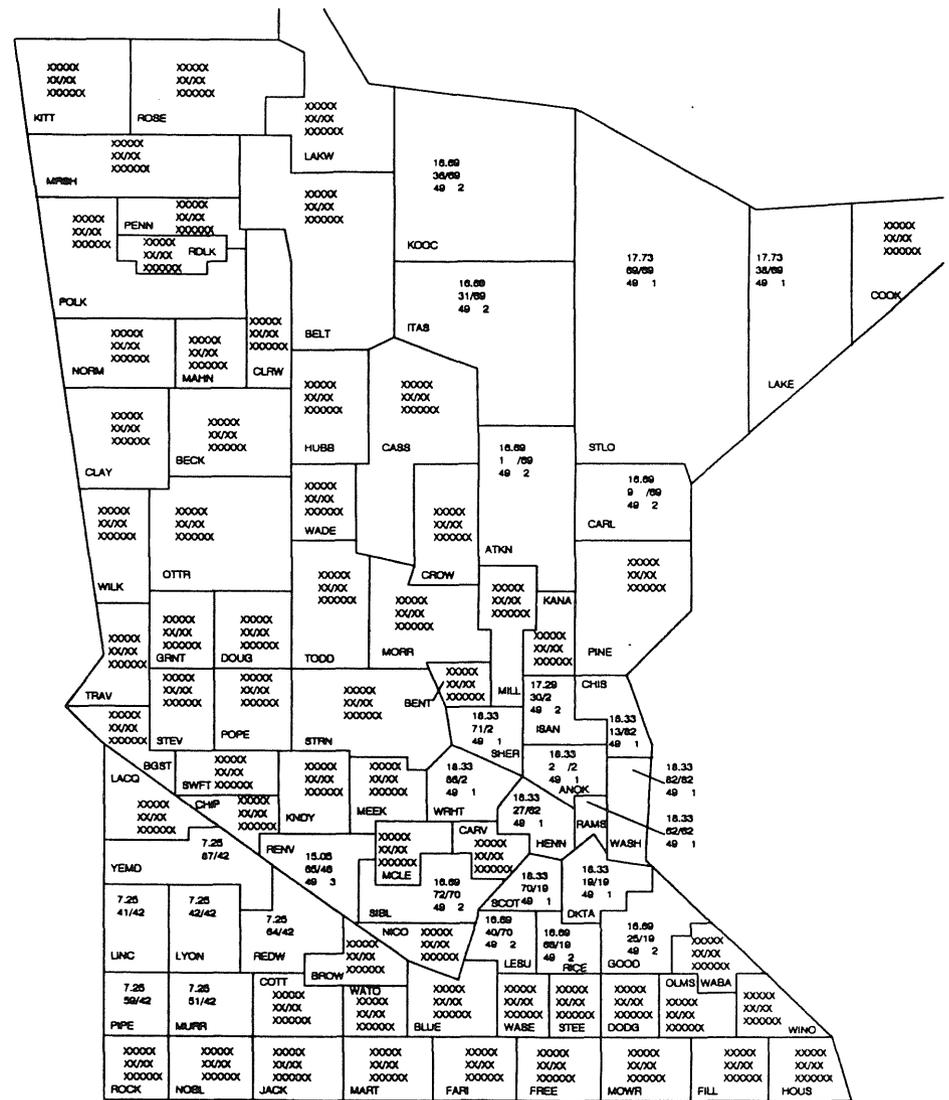




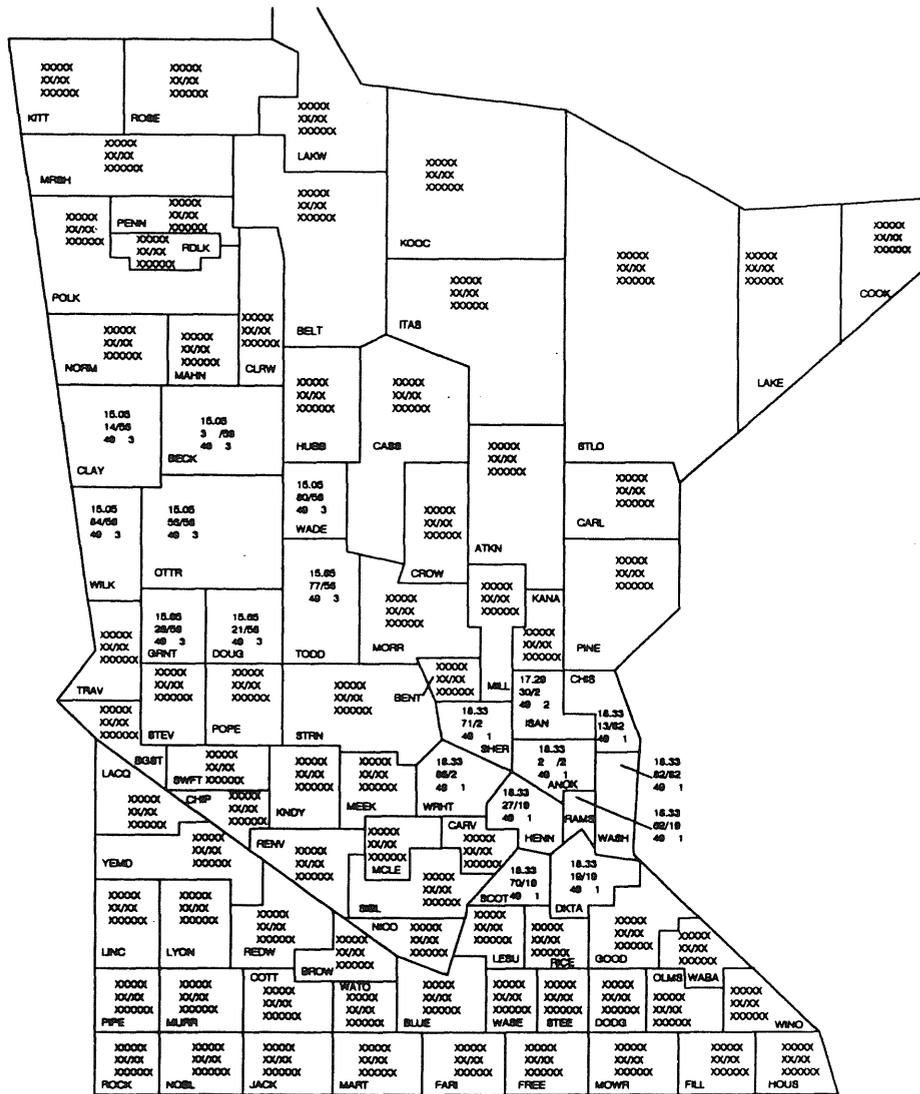




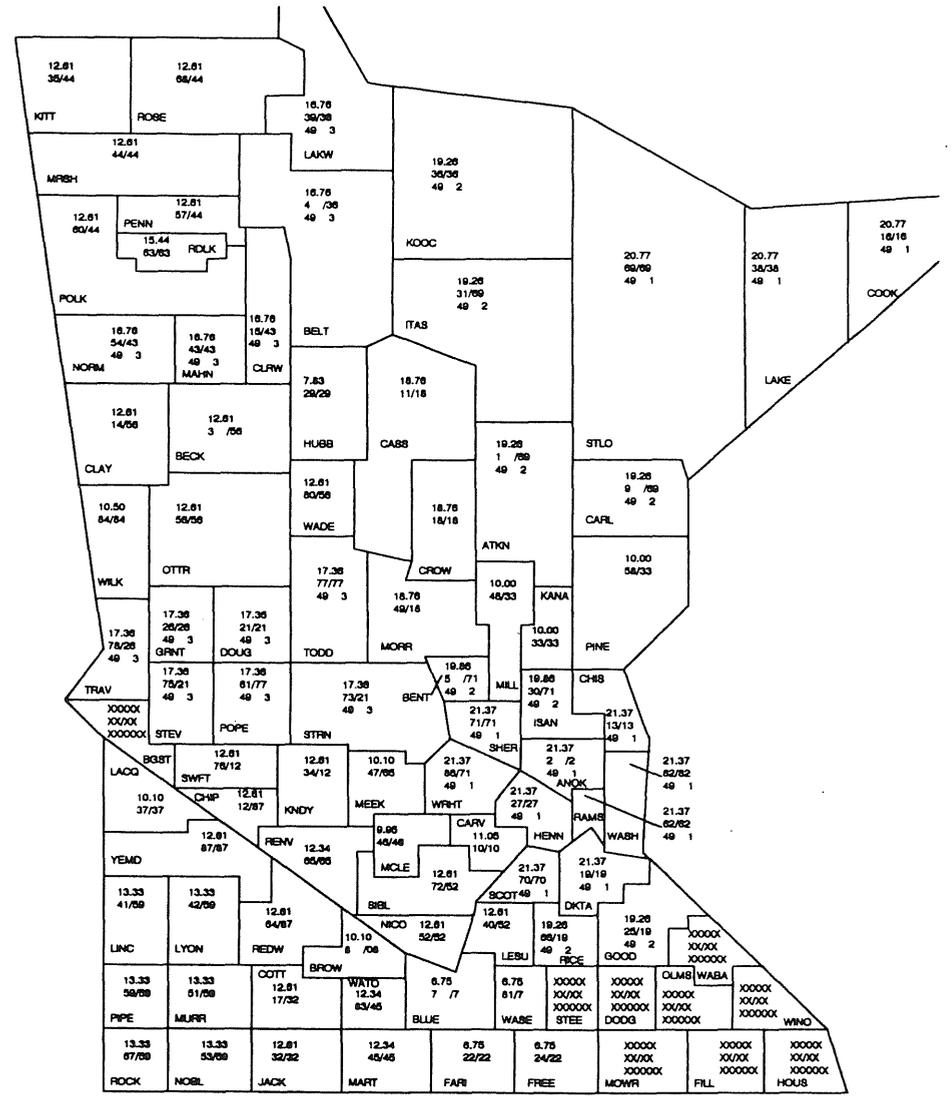
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LABOR CODE:207 CONSTRUCTION CLASS:H

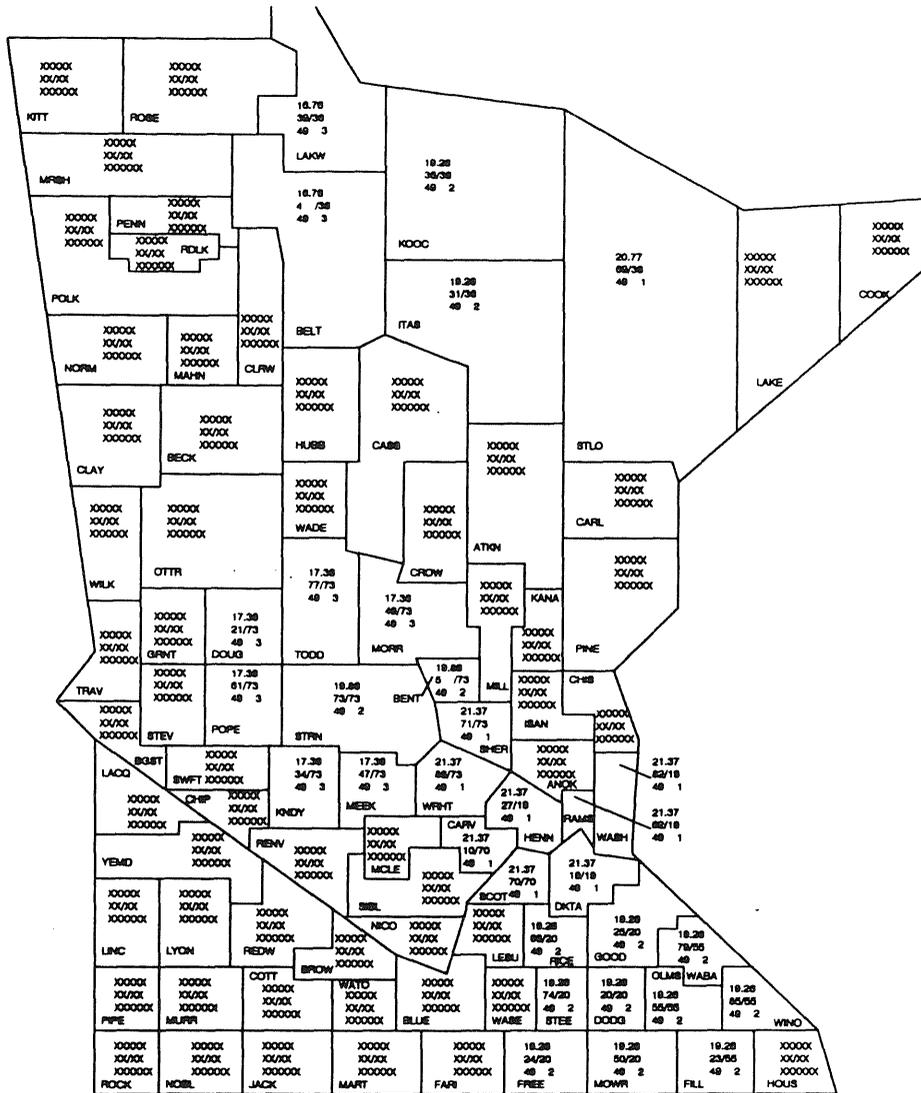


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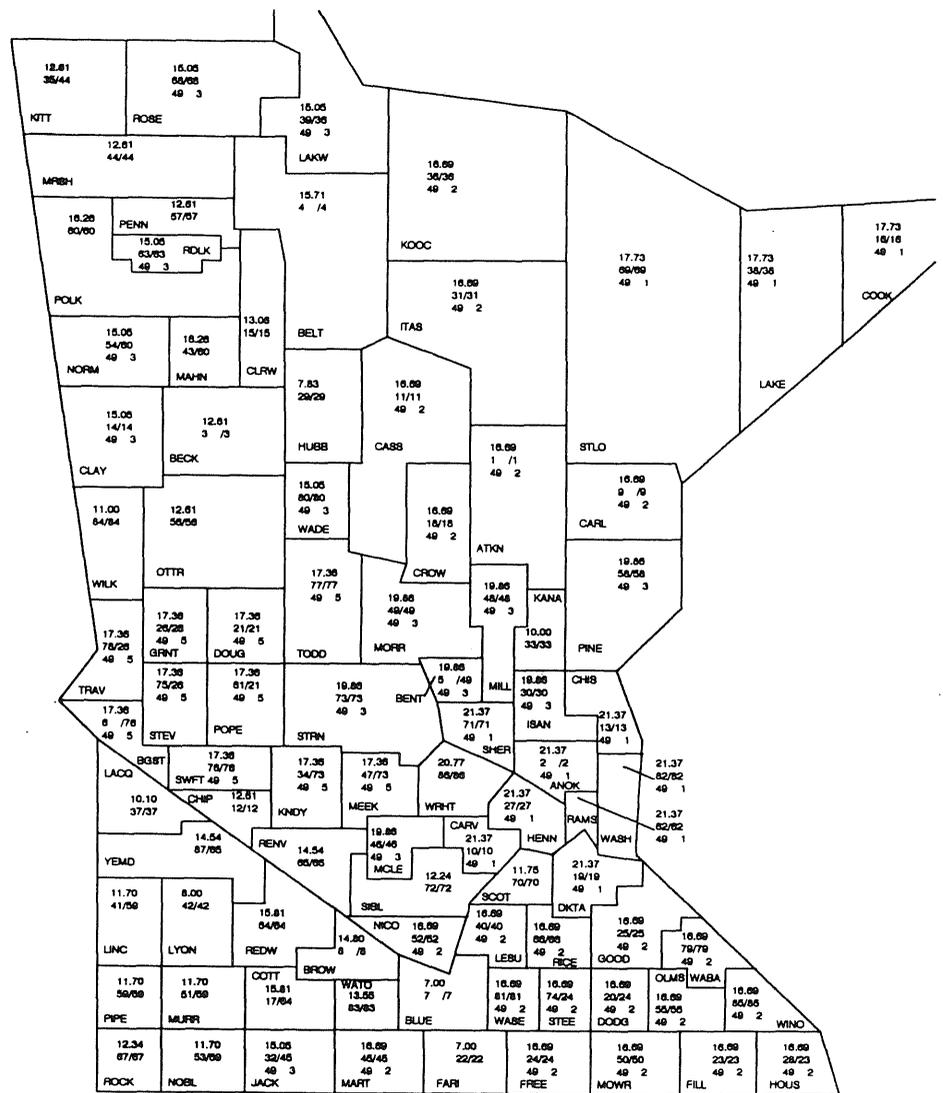


LABOR CODE:209 CONSTRUCTION CLASS:H

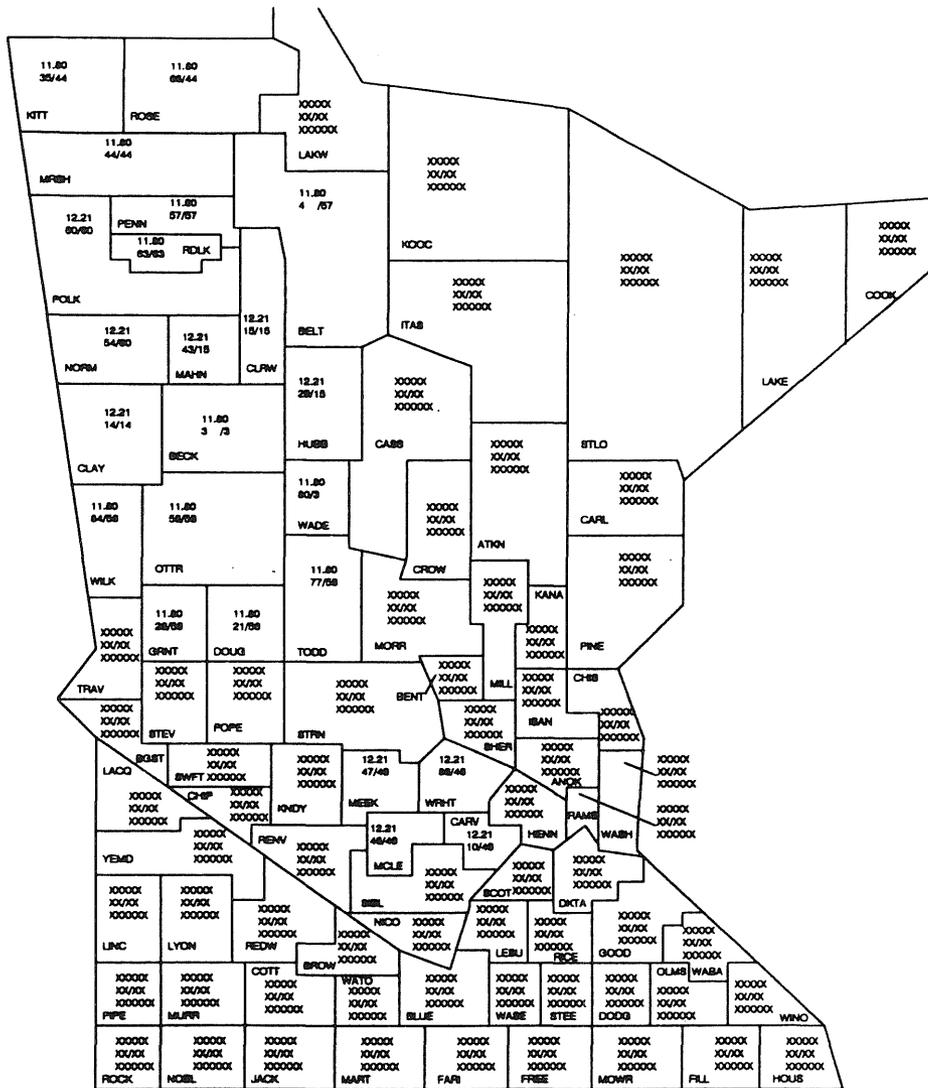




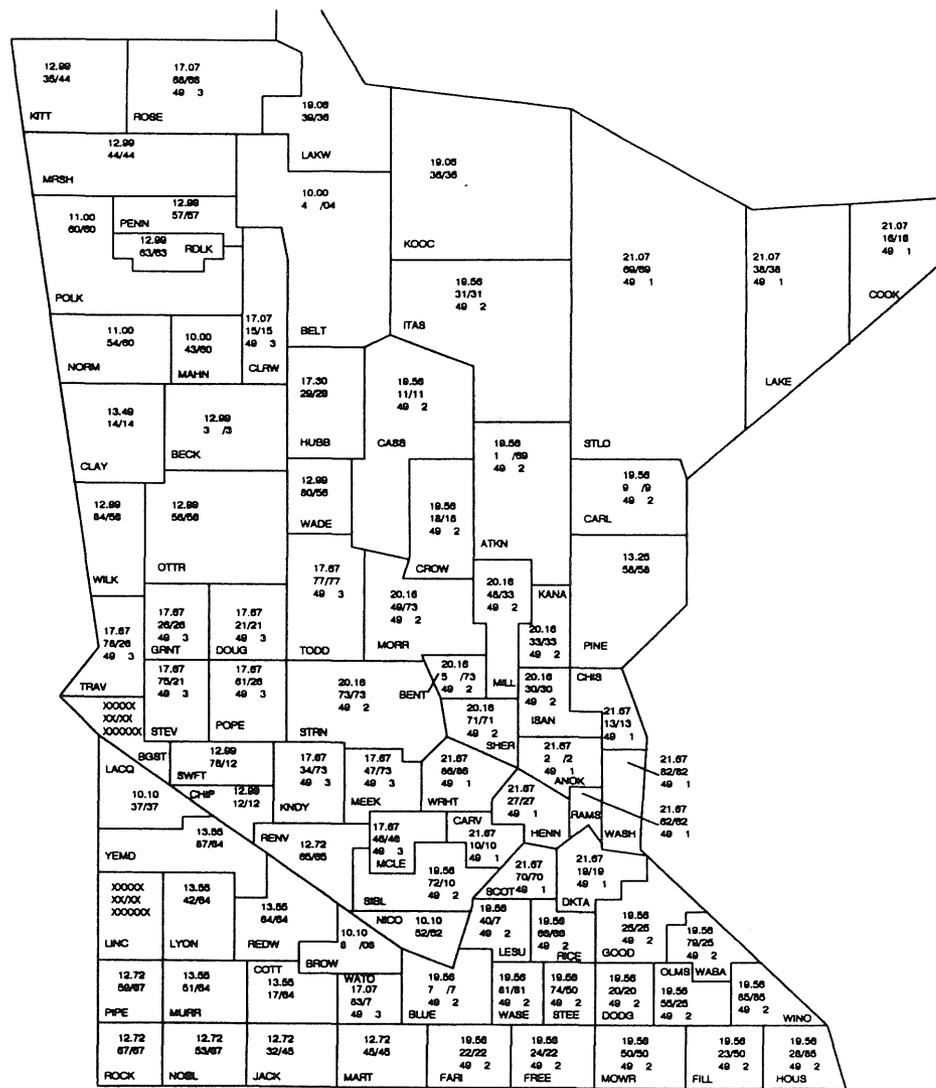
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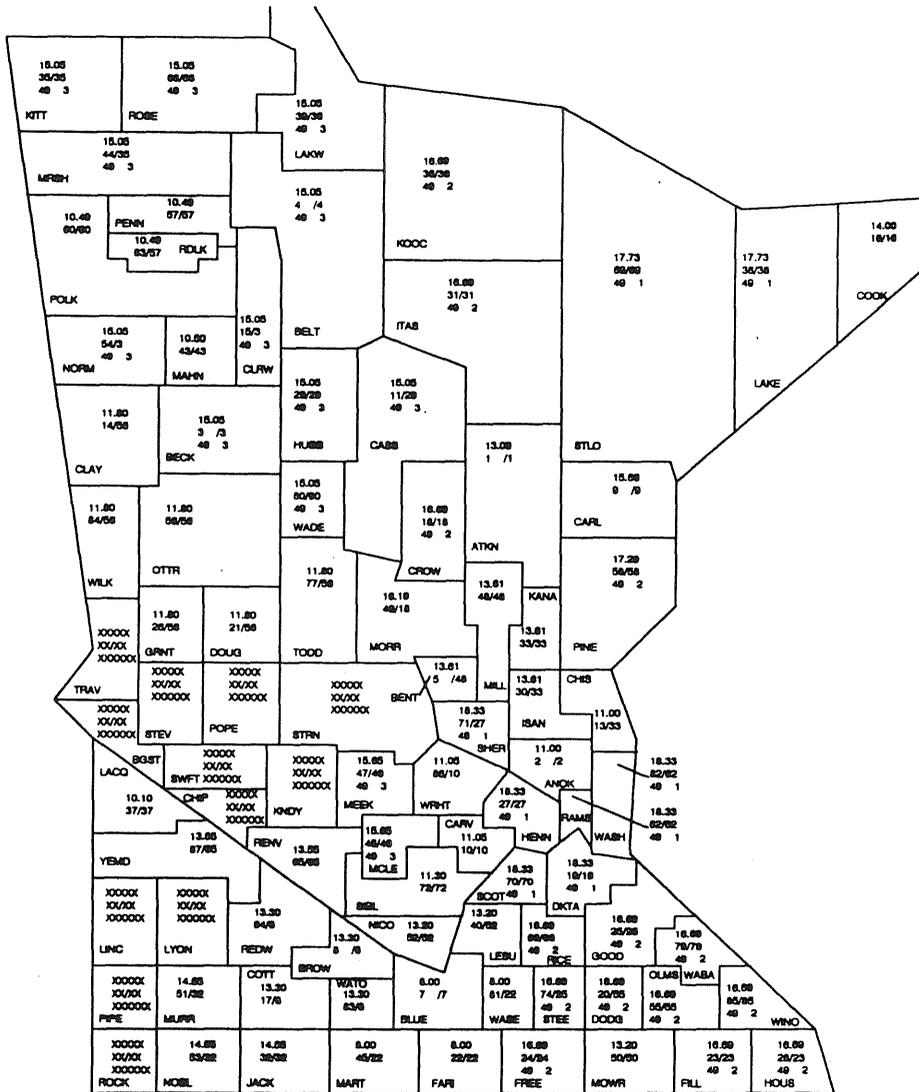
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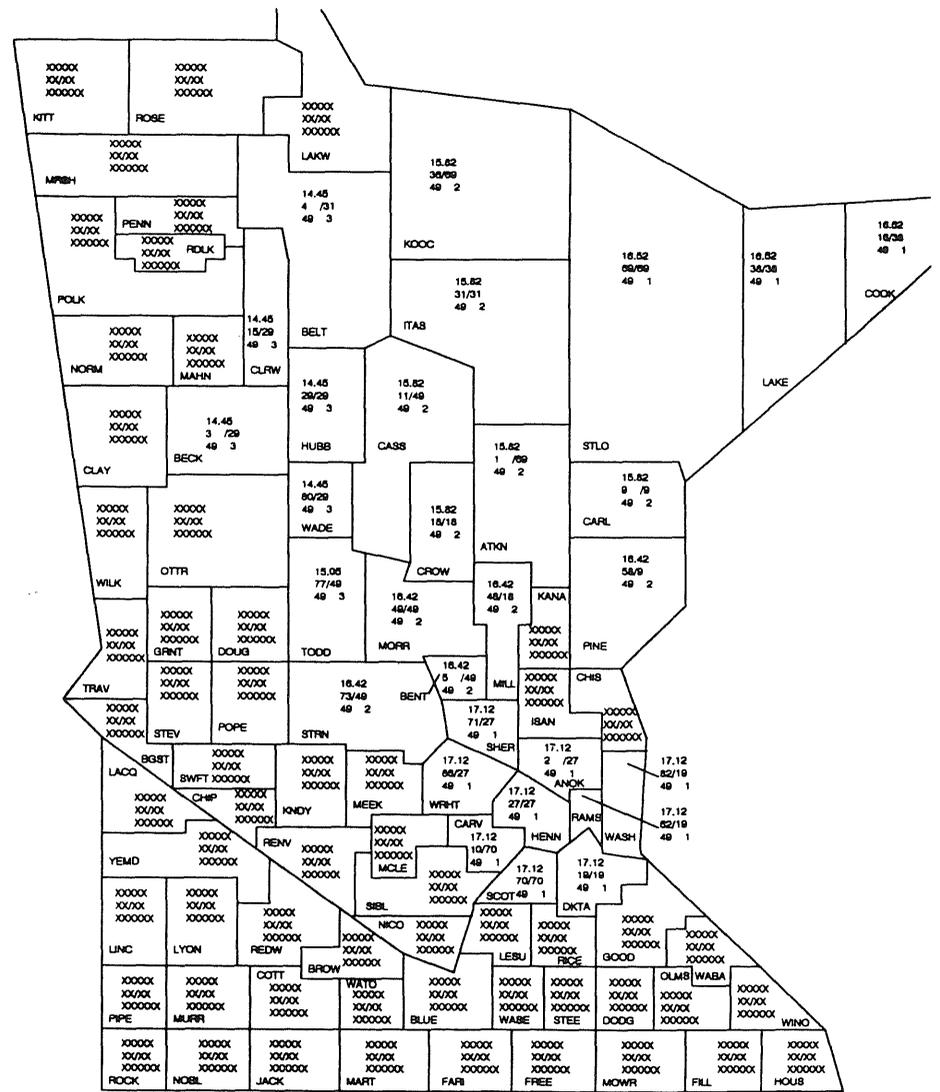
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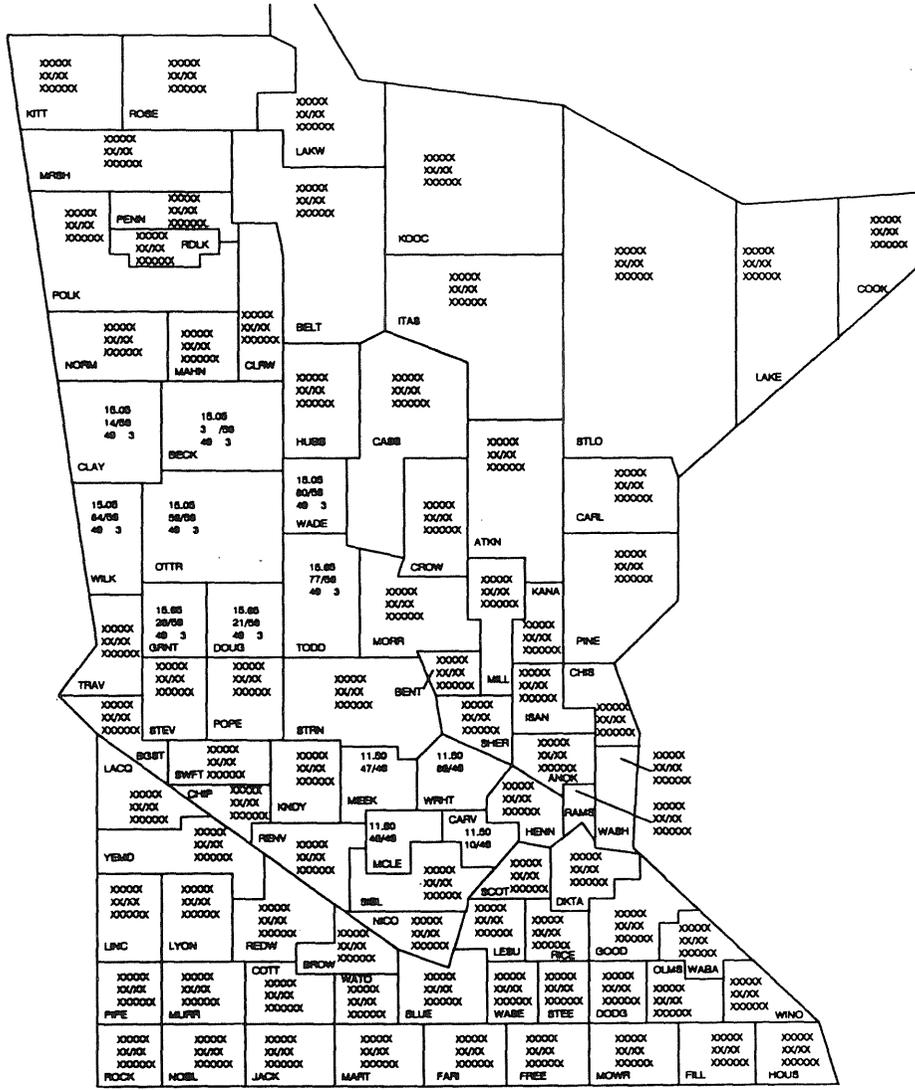
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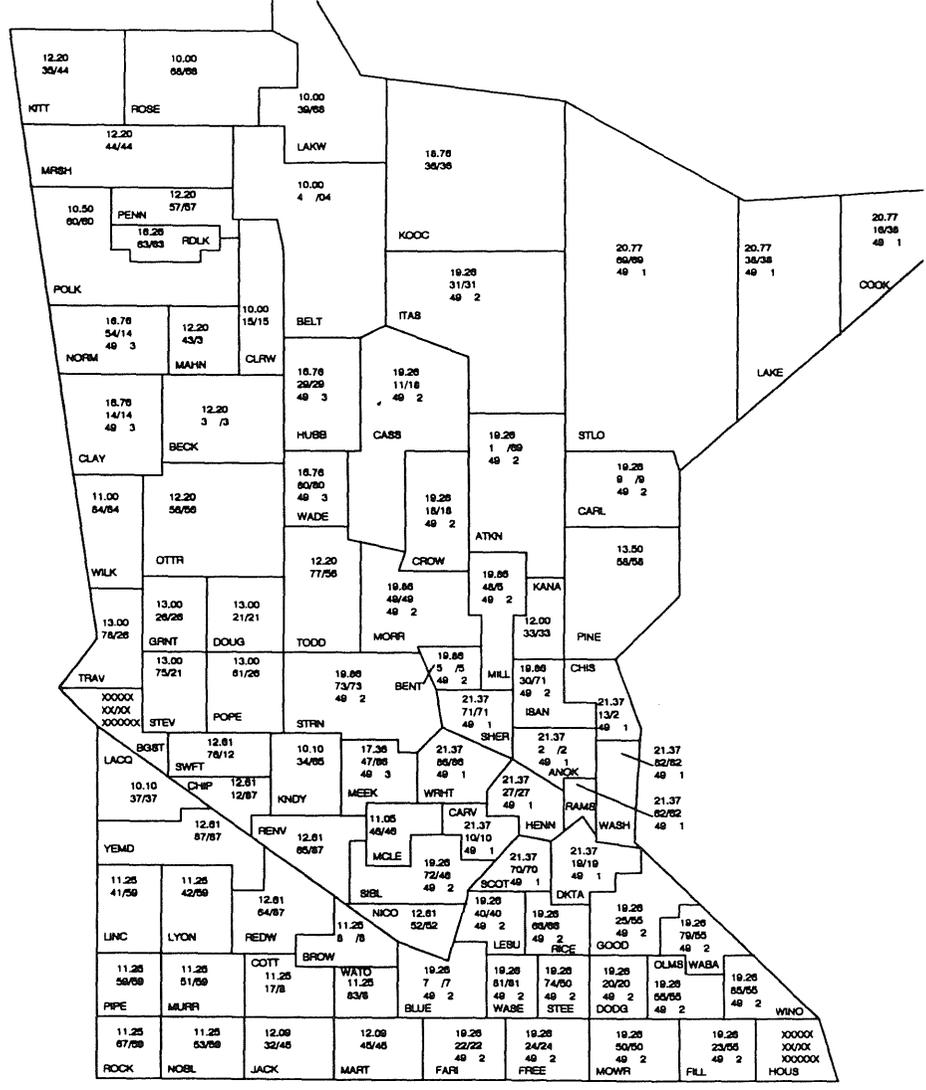
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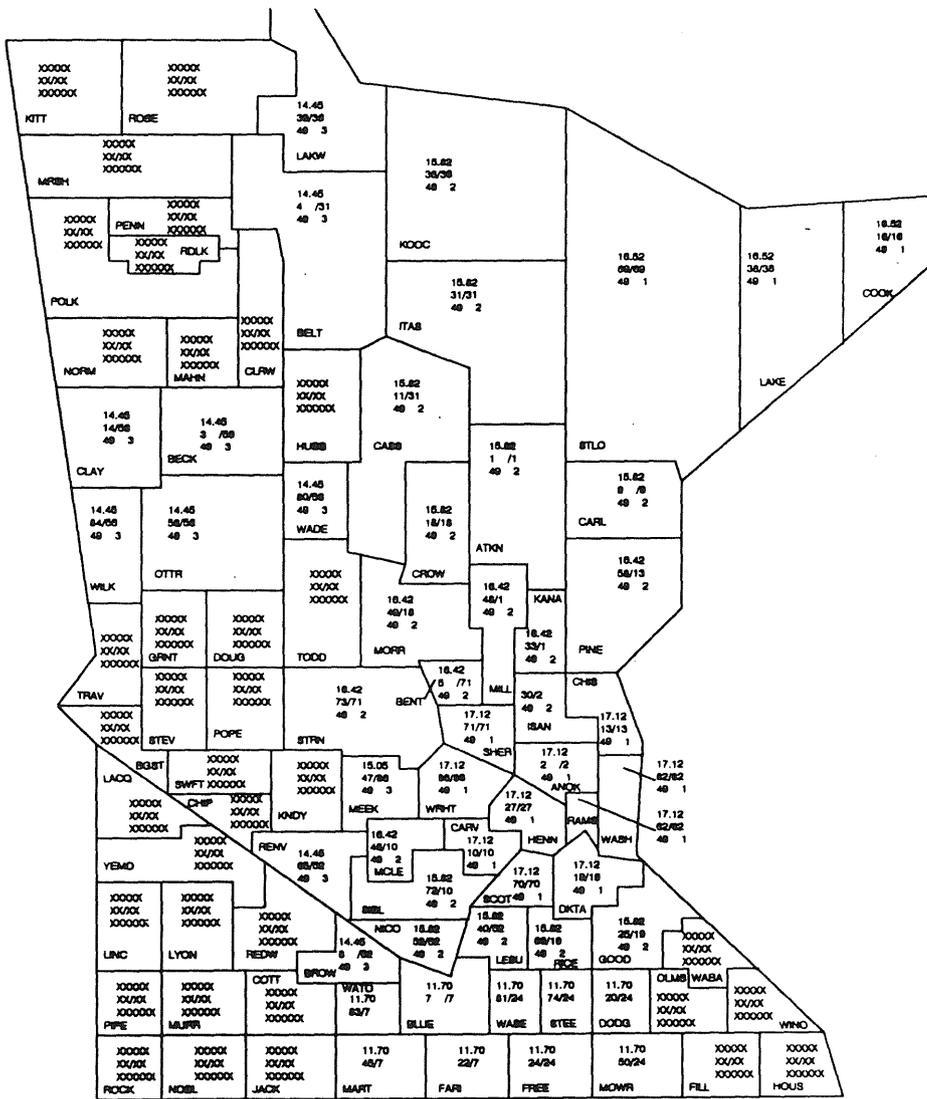
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LABOR CODE:221 CONSTRUCTION CLASS:H



LABOR CODE:222 CONSTRUCTION CLASS:H

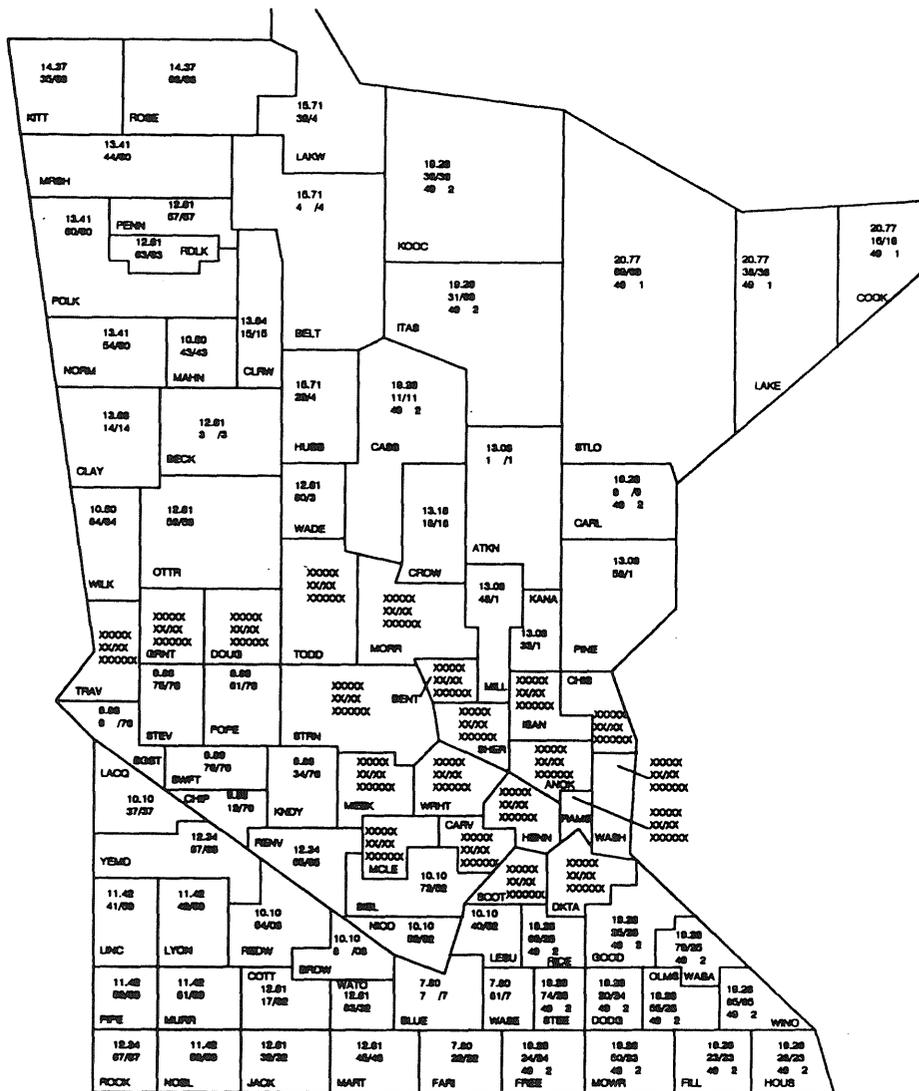


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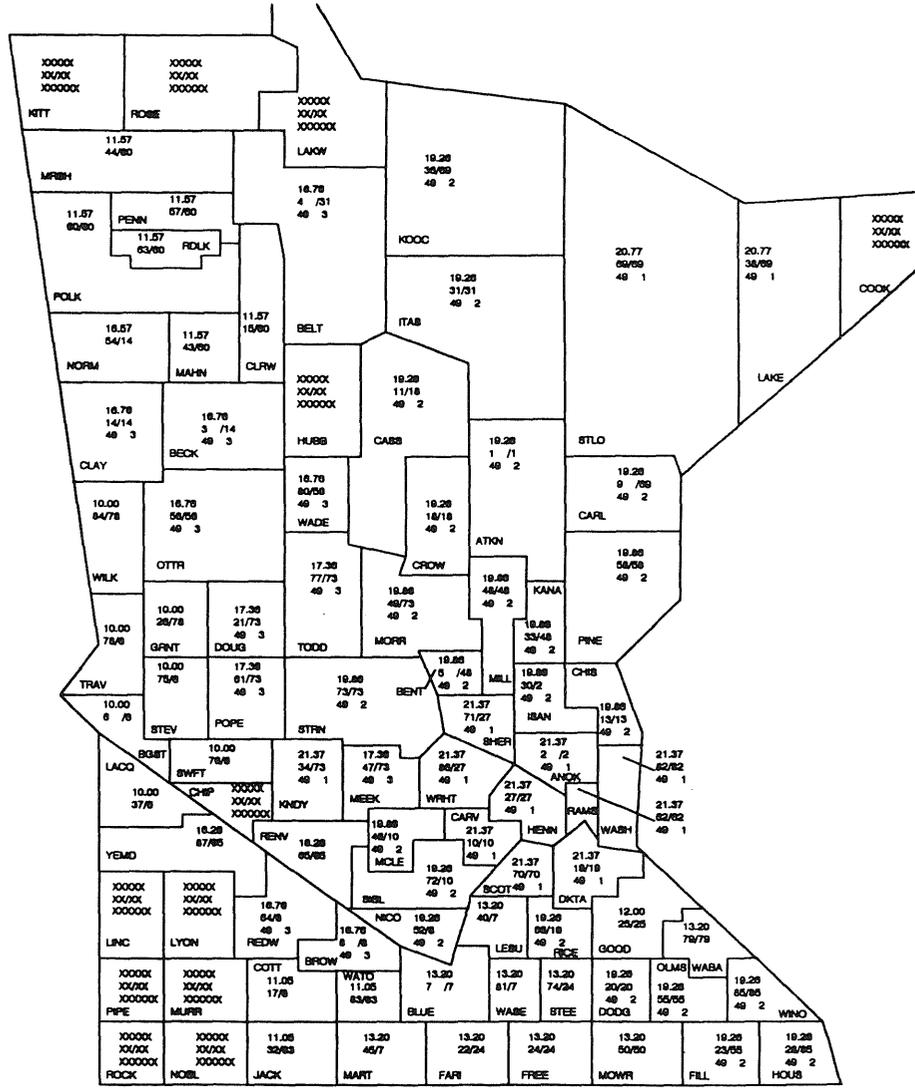


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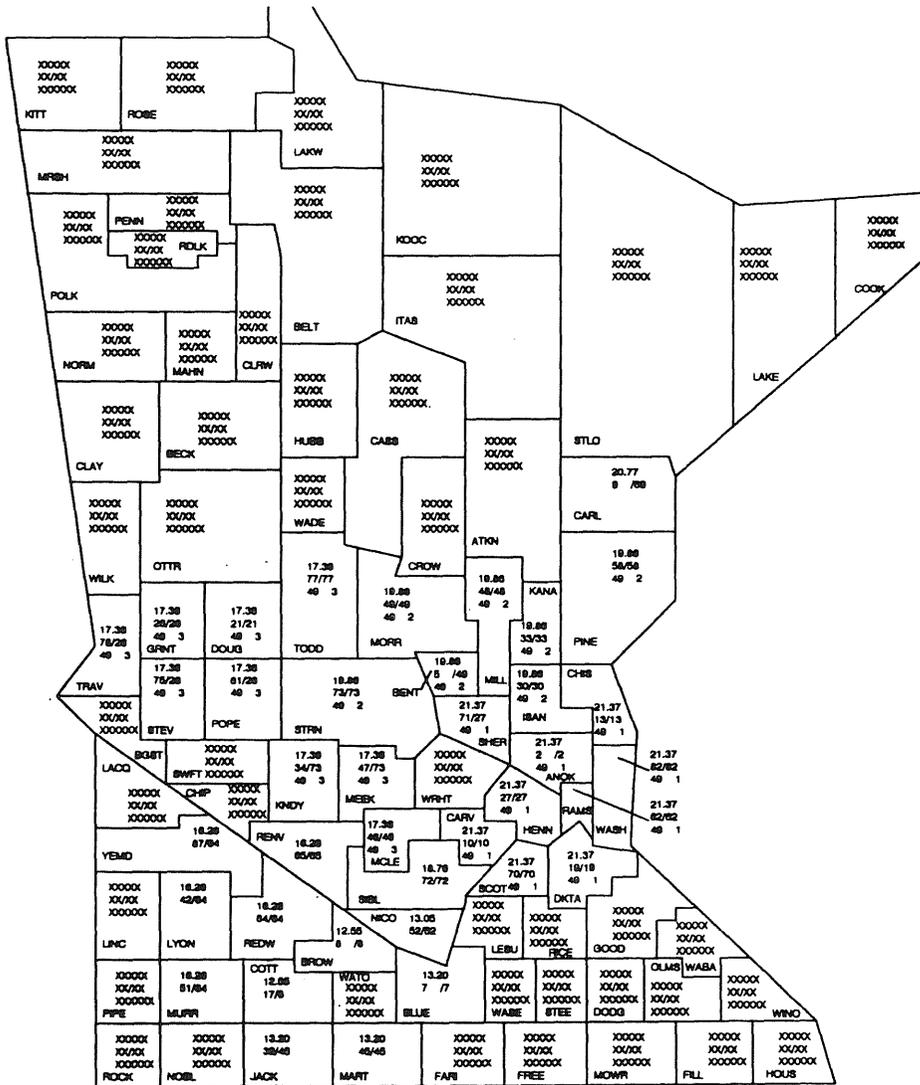


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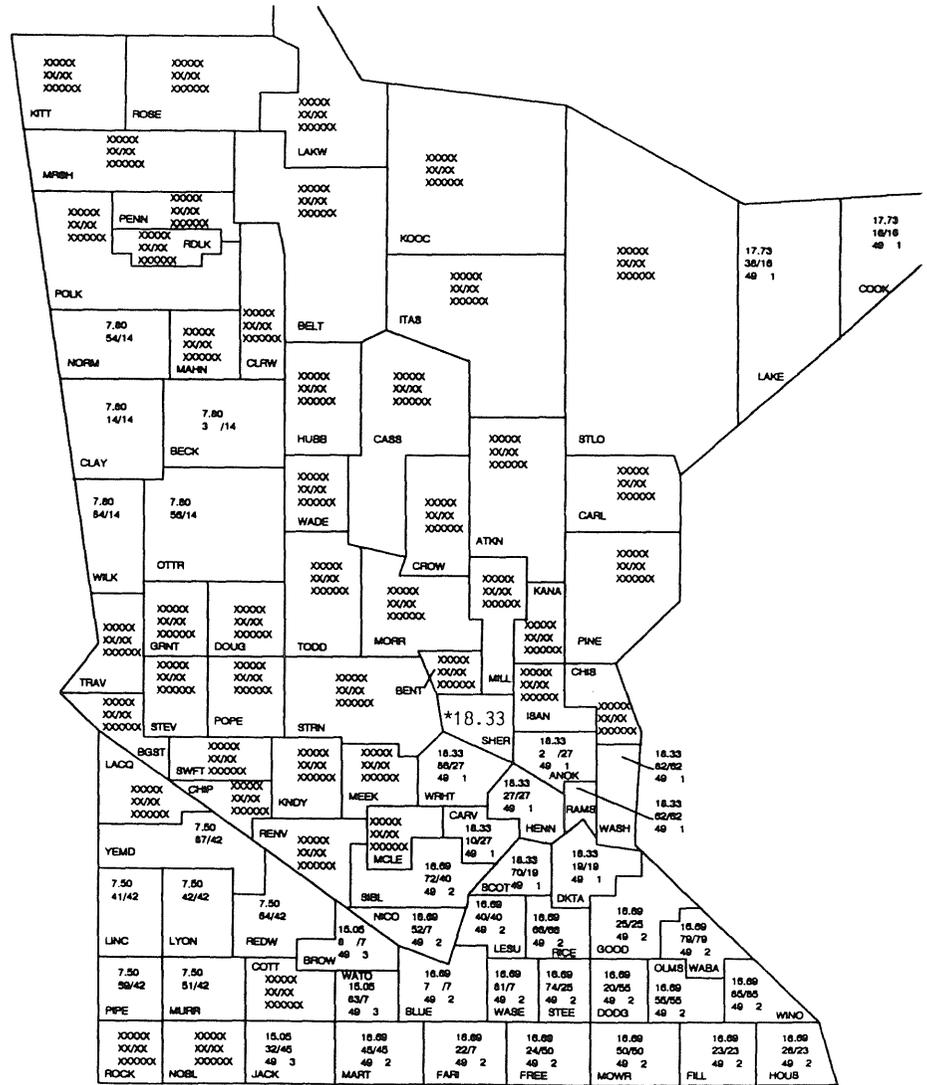


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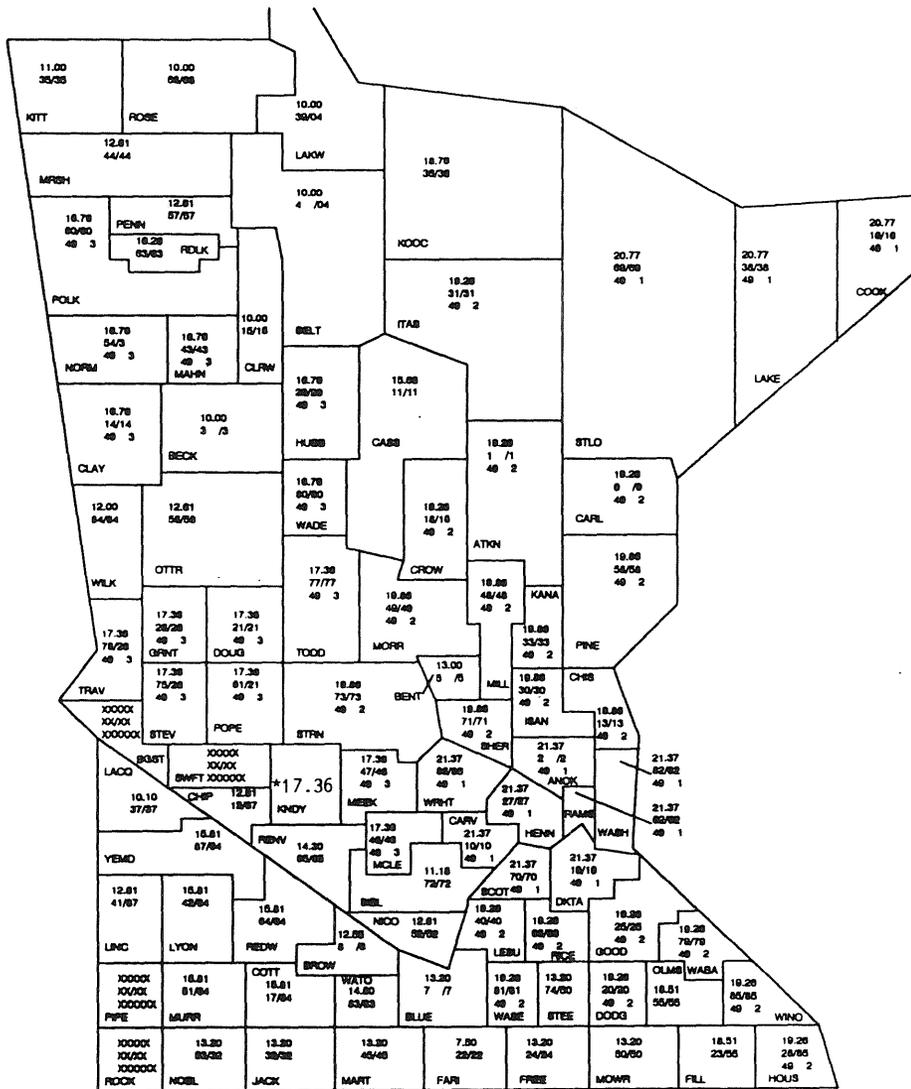




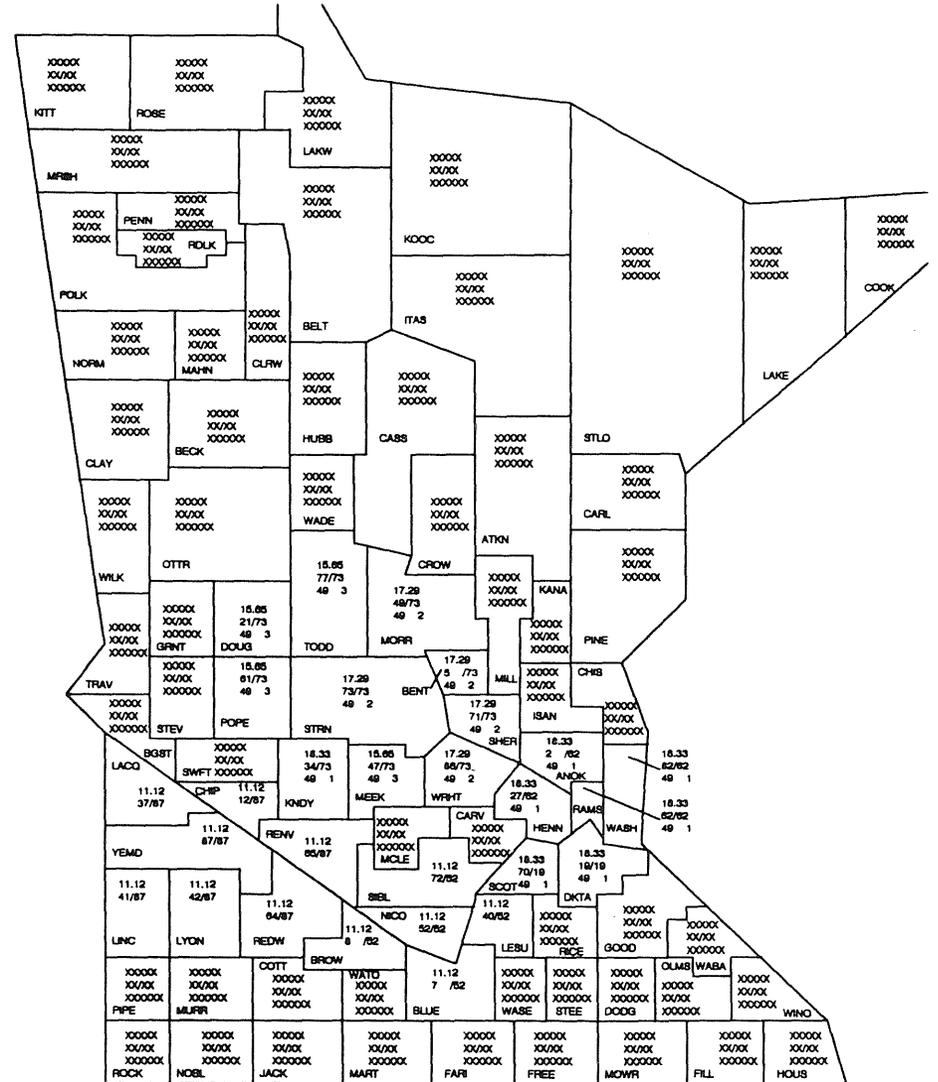
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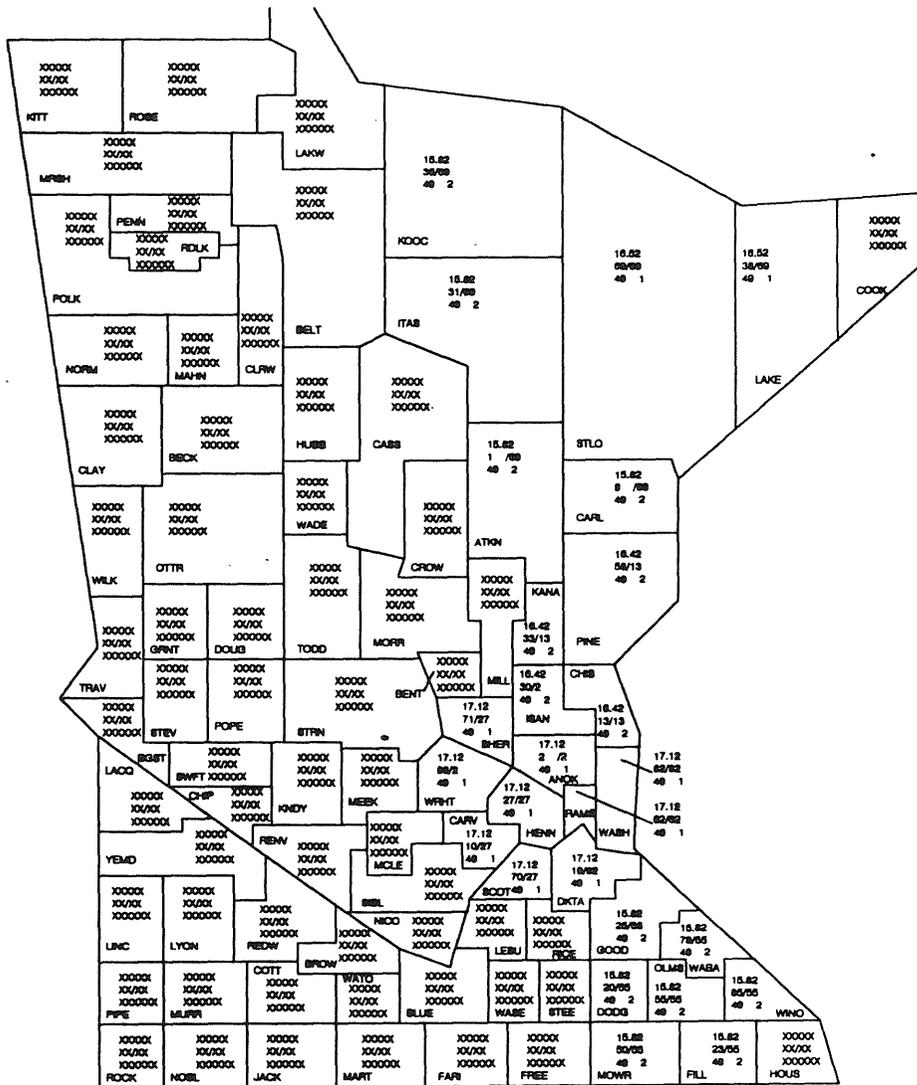
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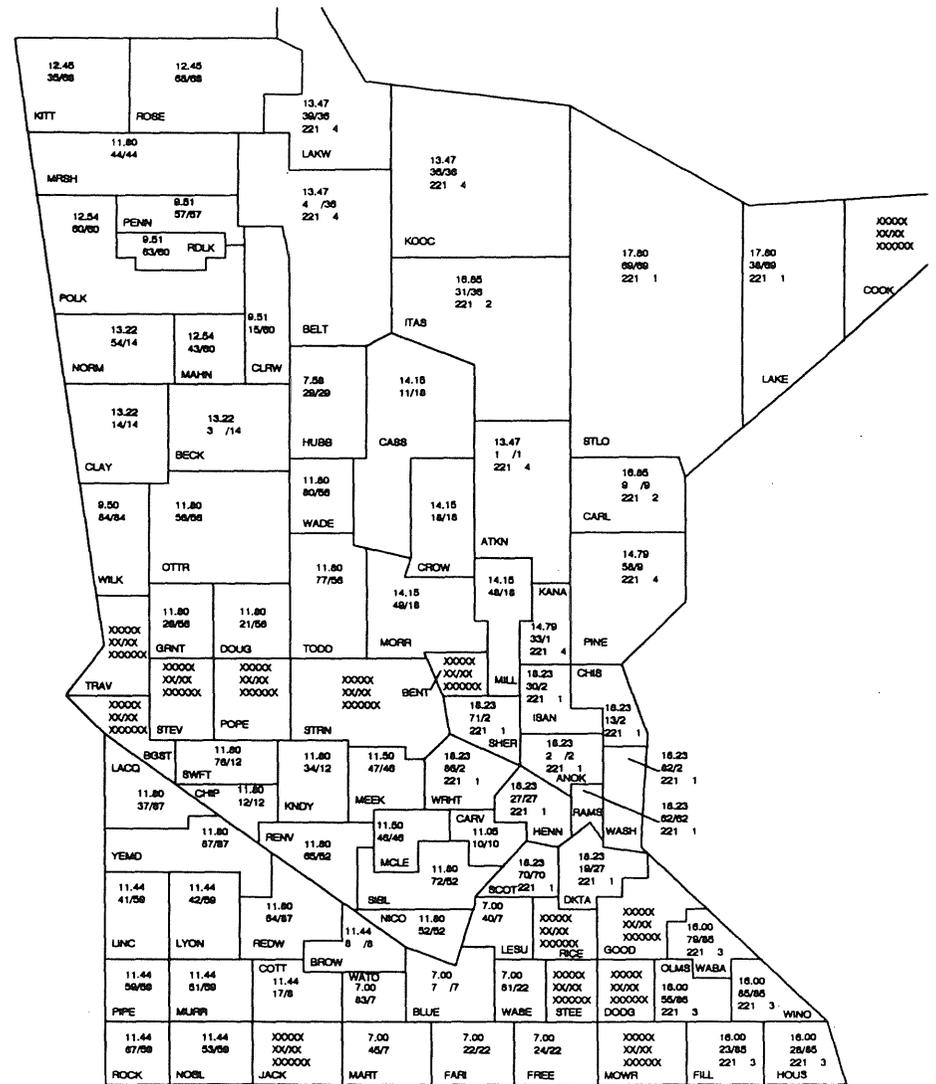
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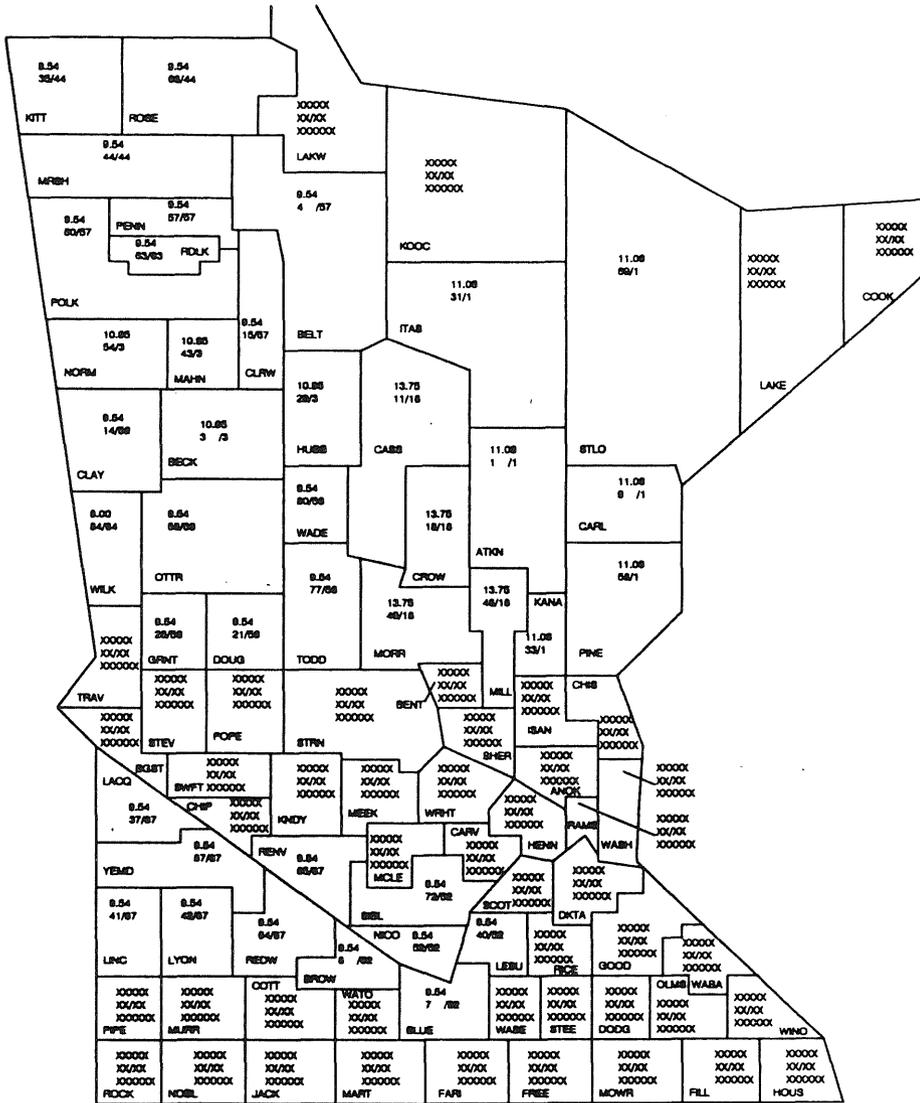
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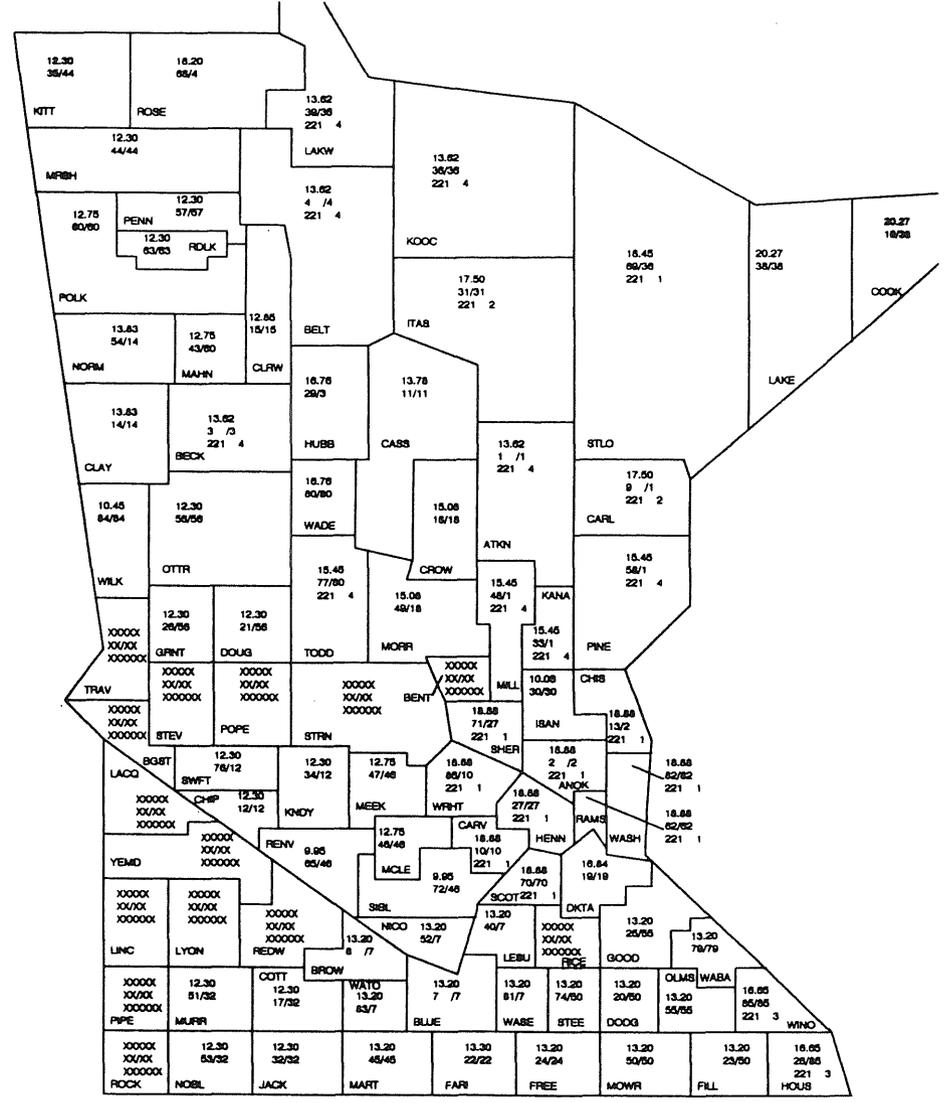
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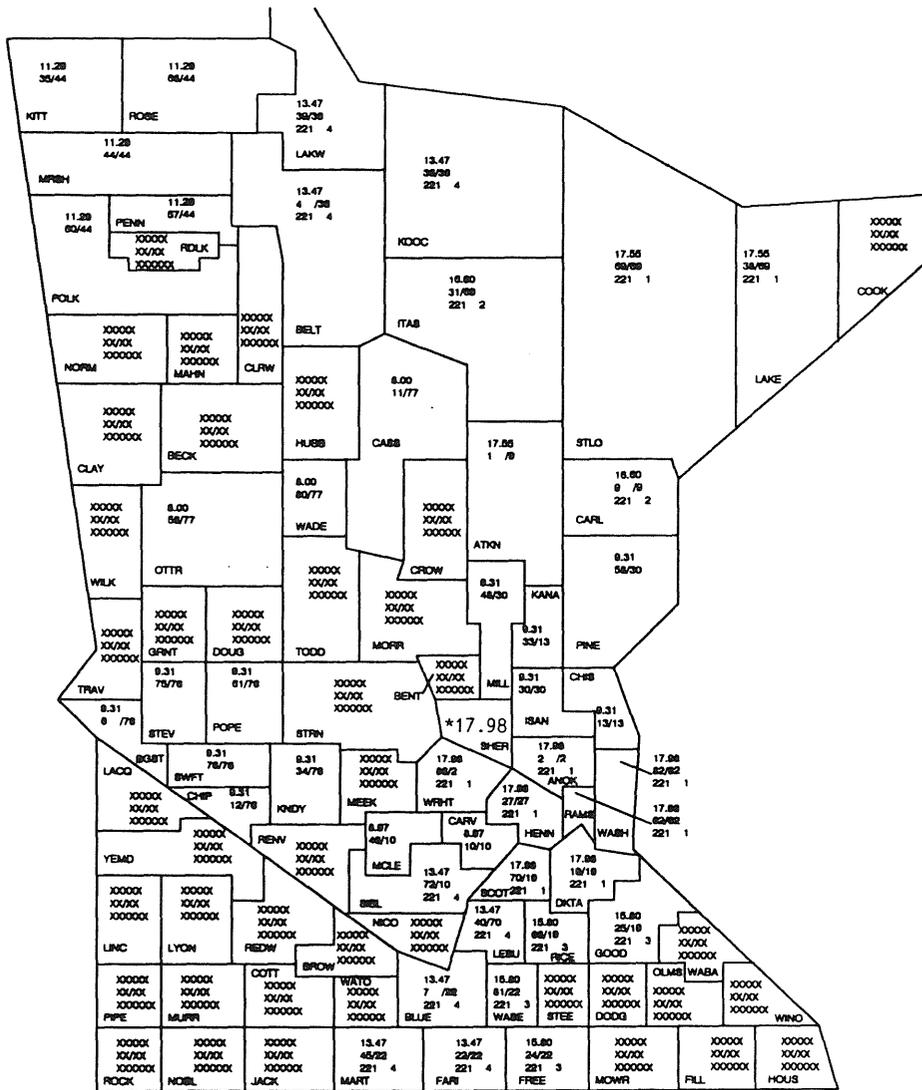
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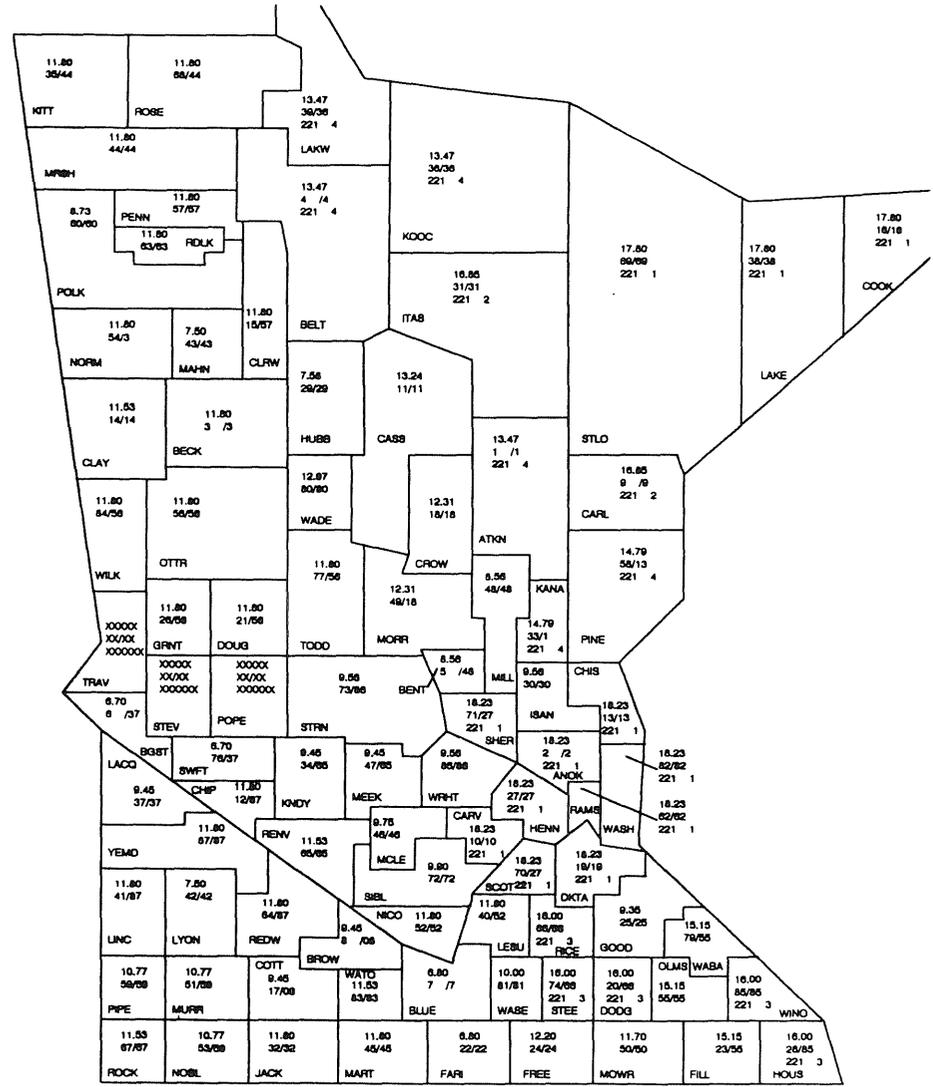
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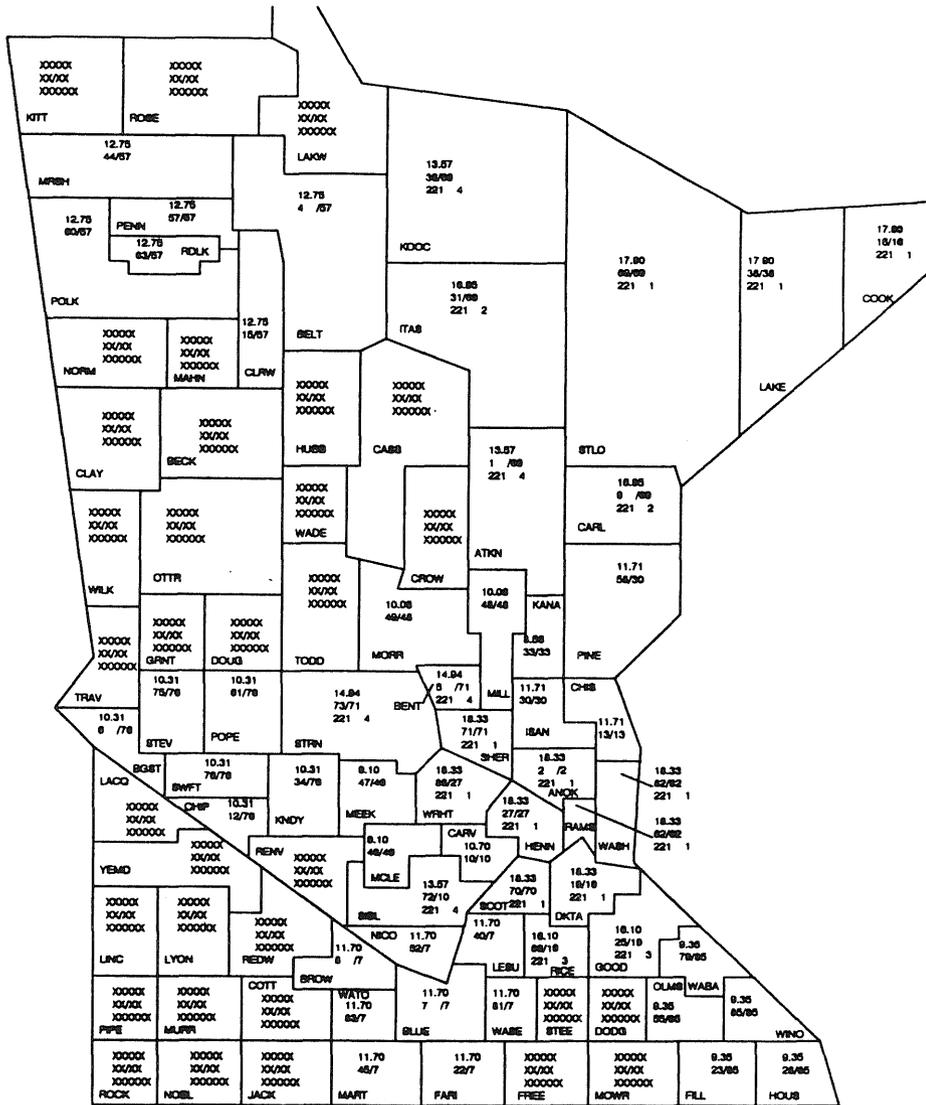
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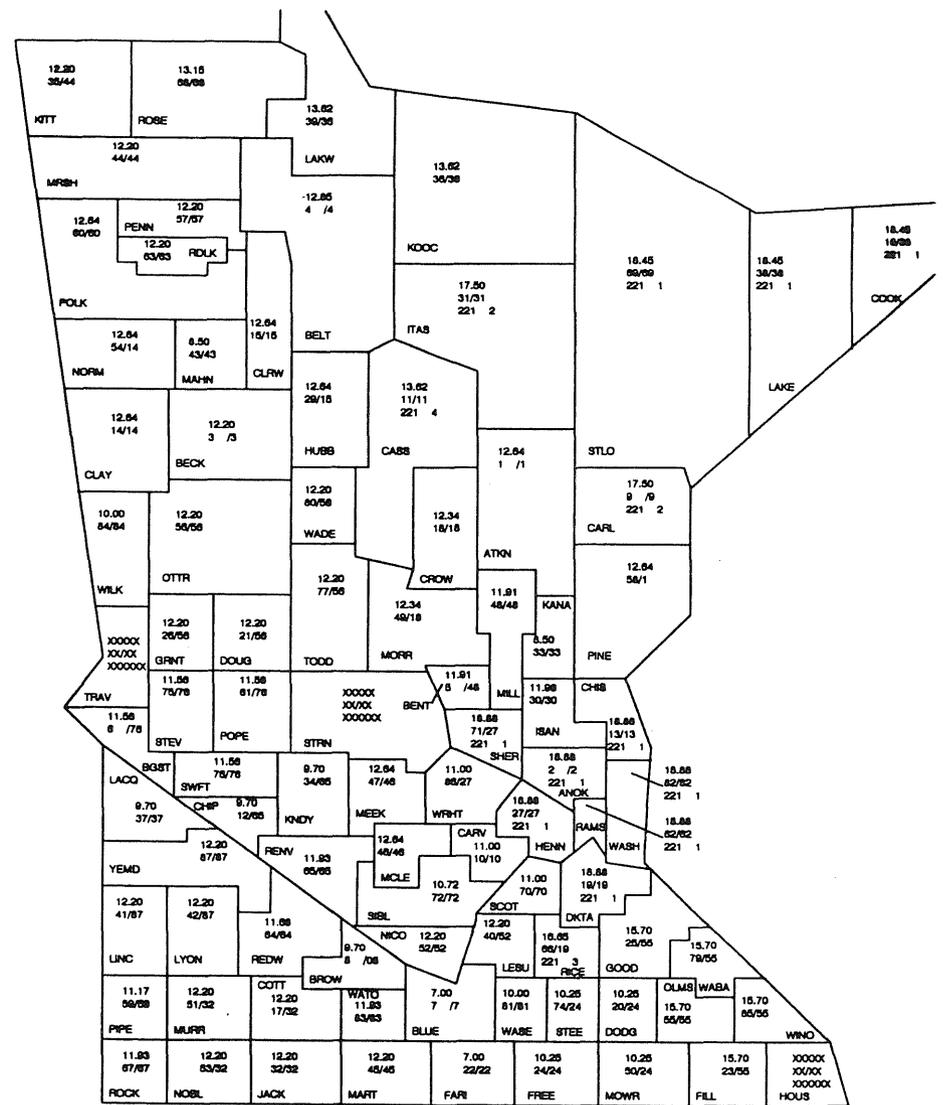
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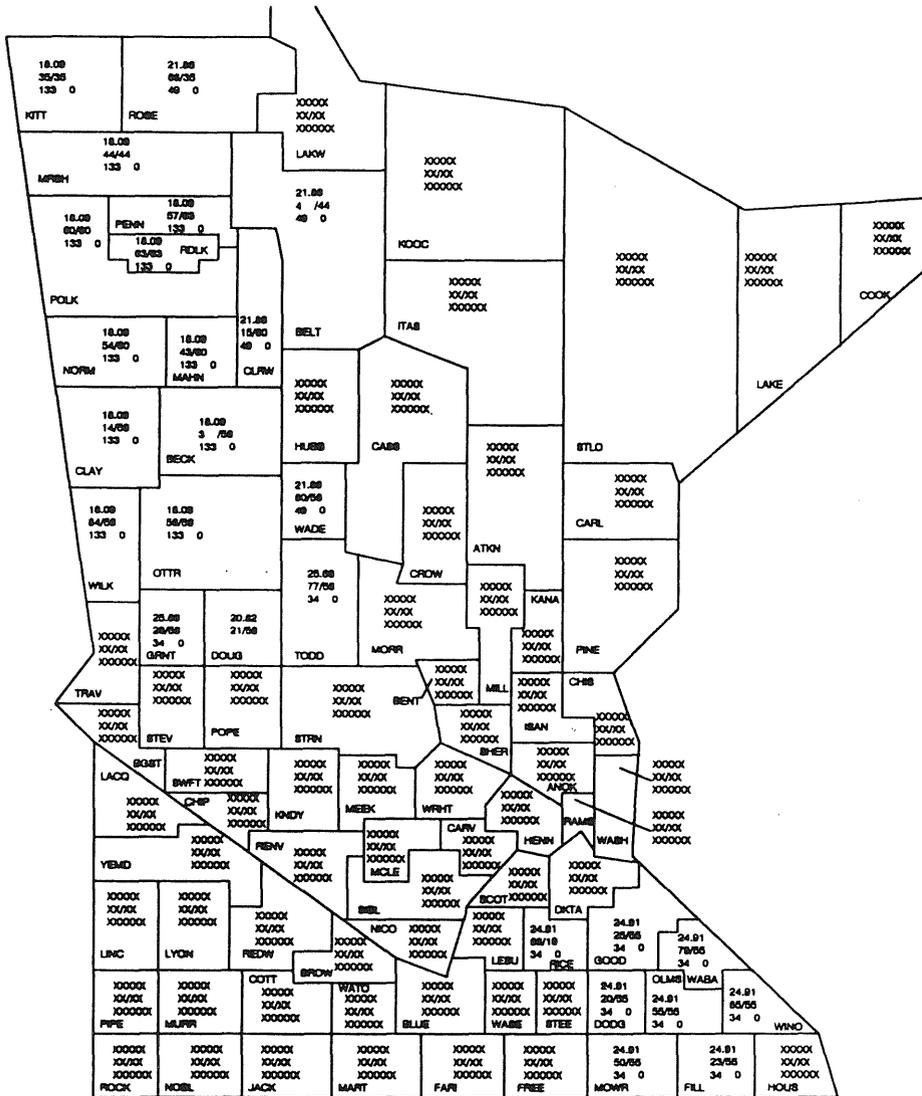
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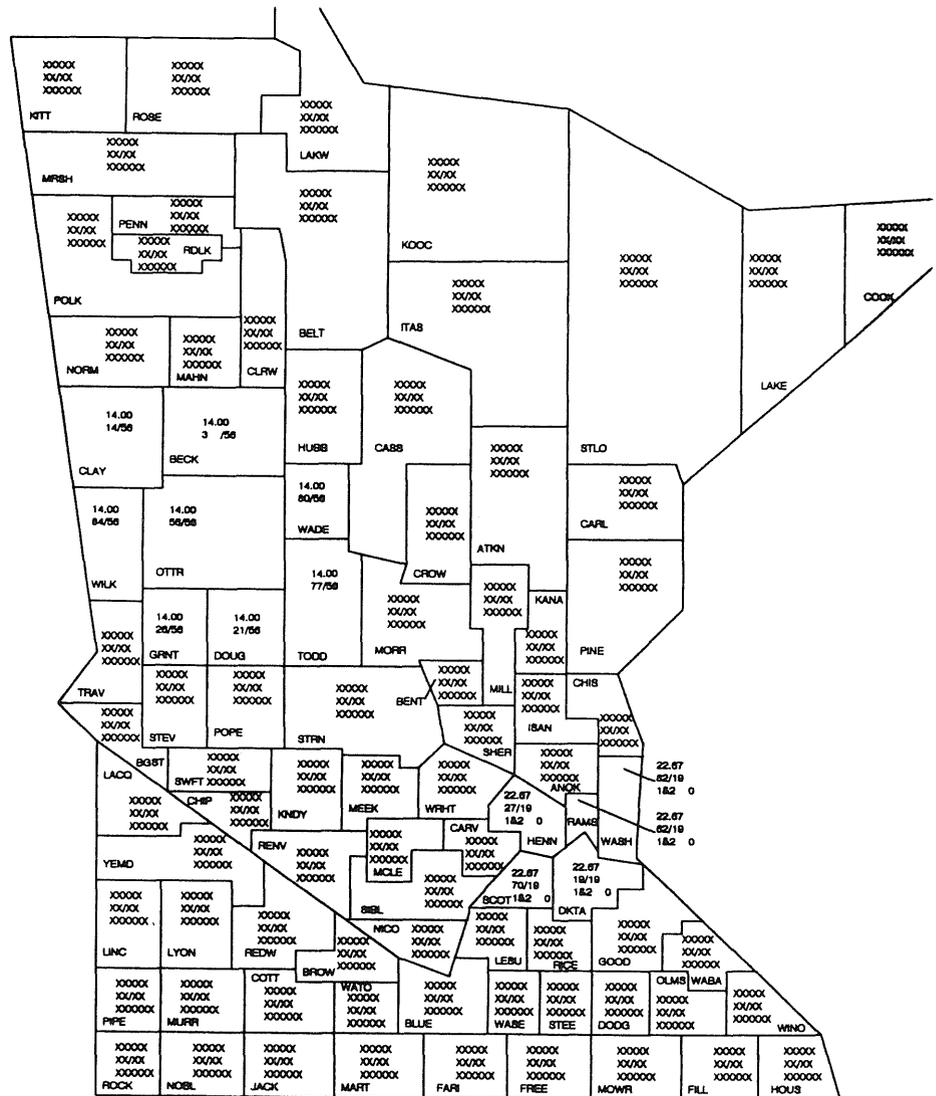
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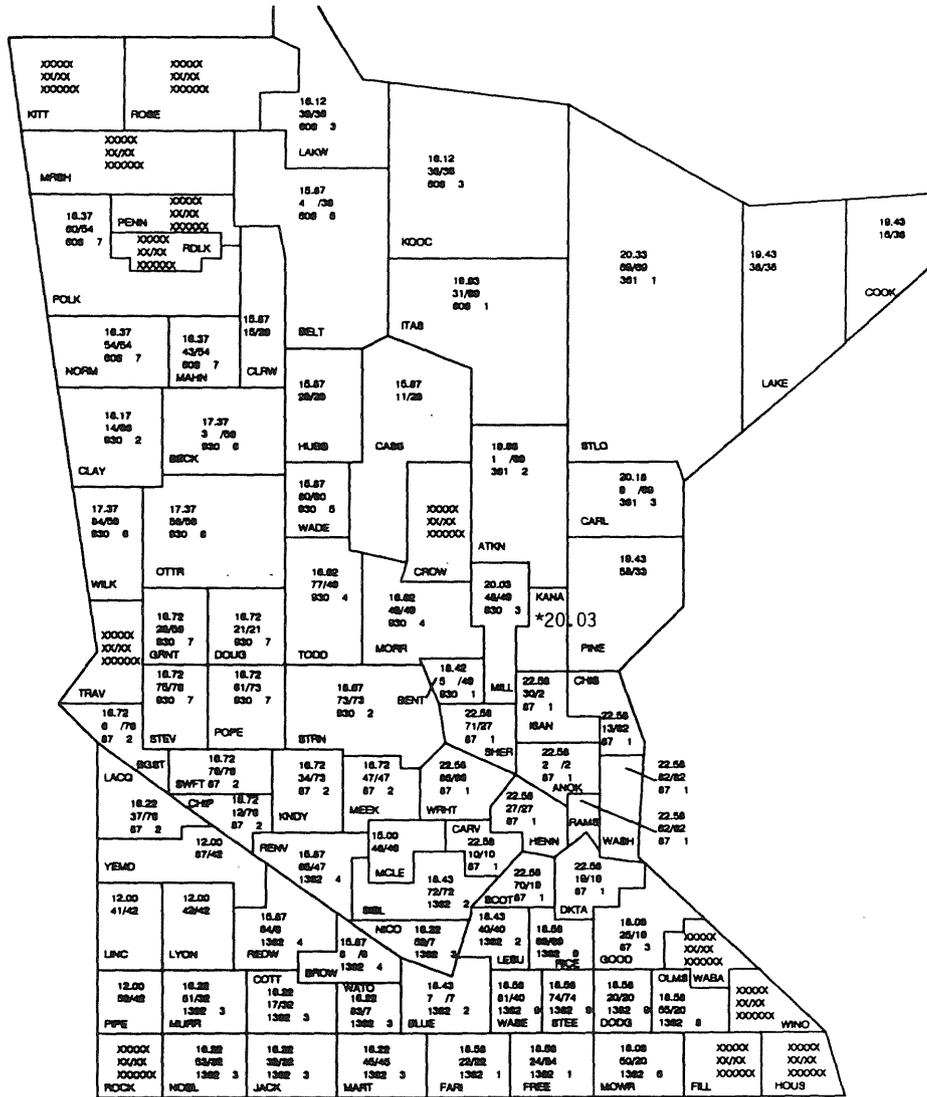
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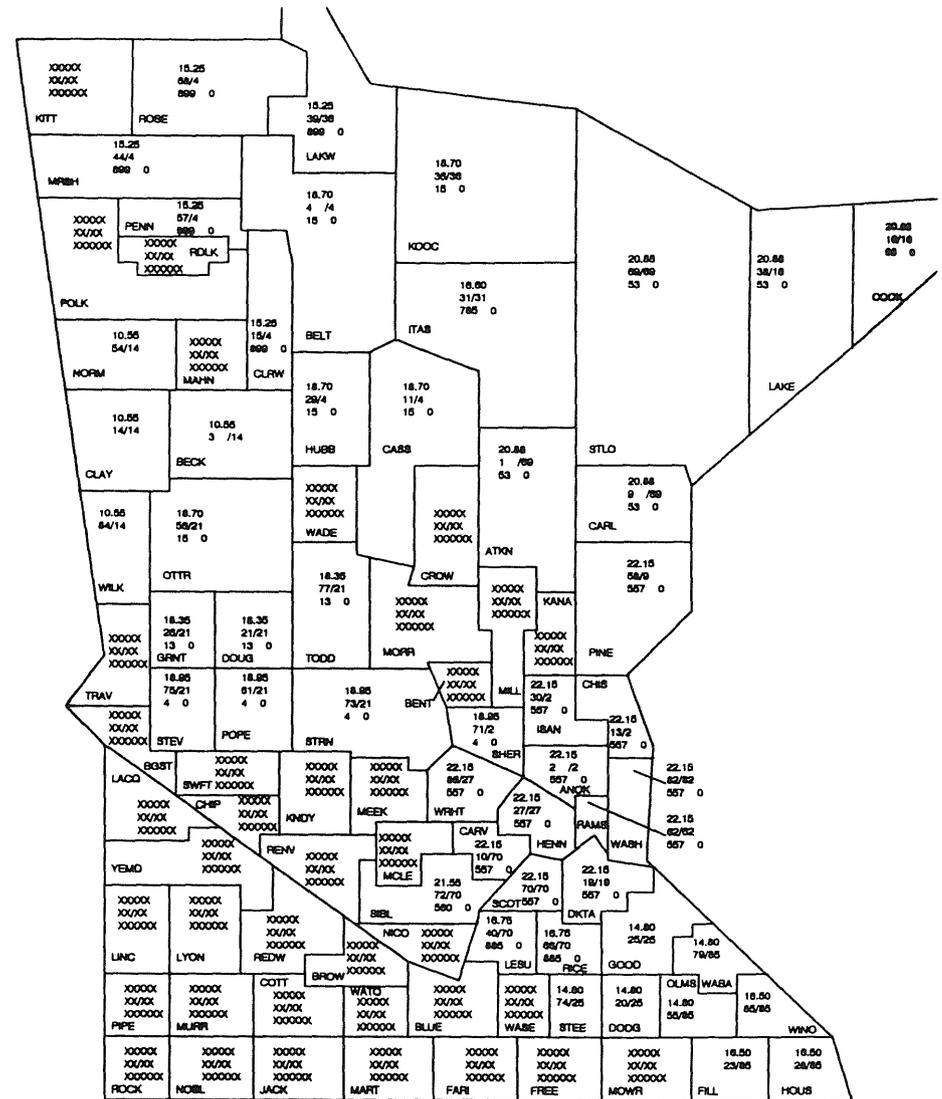
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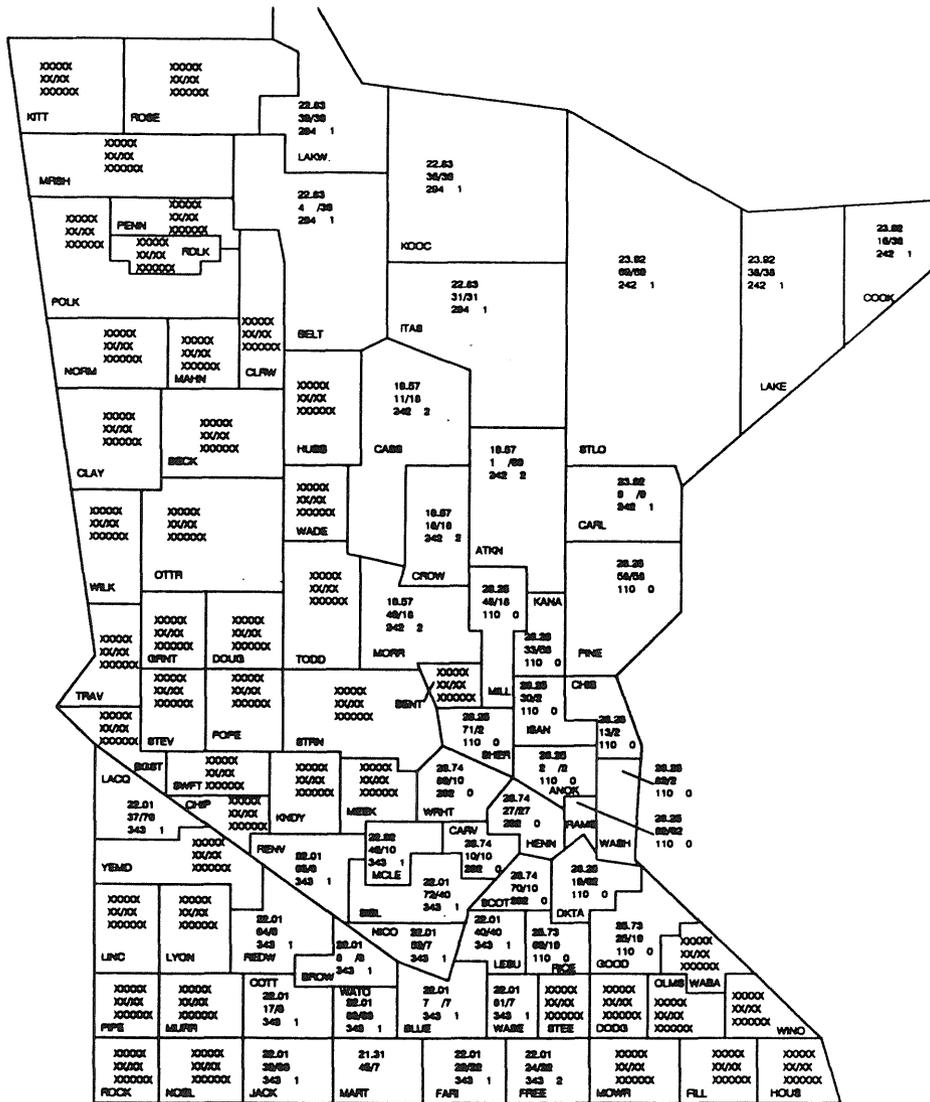
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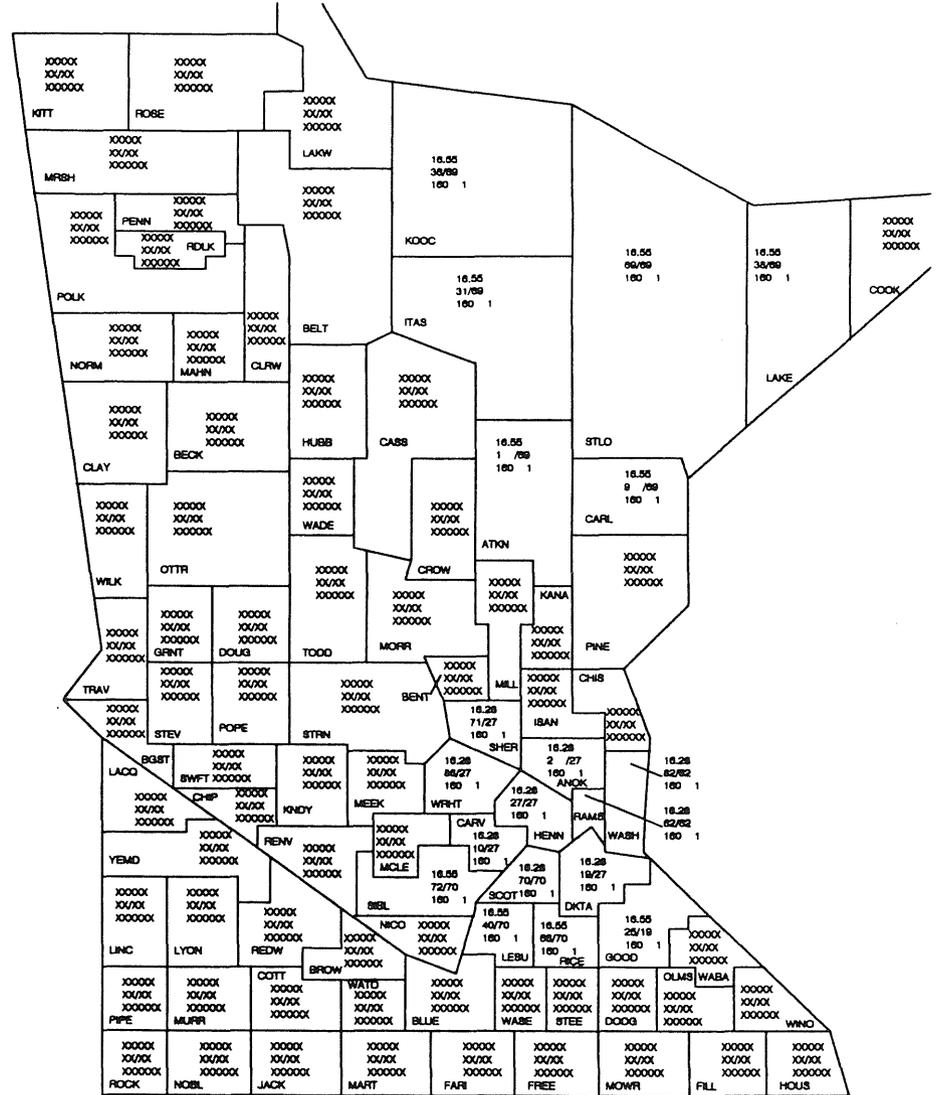
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LABOR CODE:406 CONSTRUCTION CLASS:H

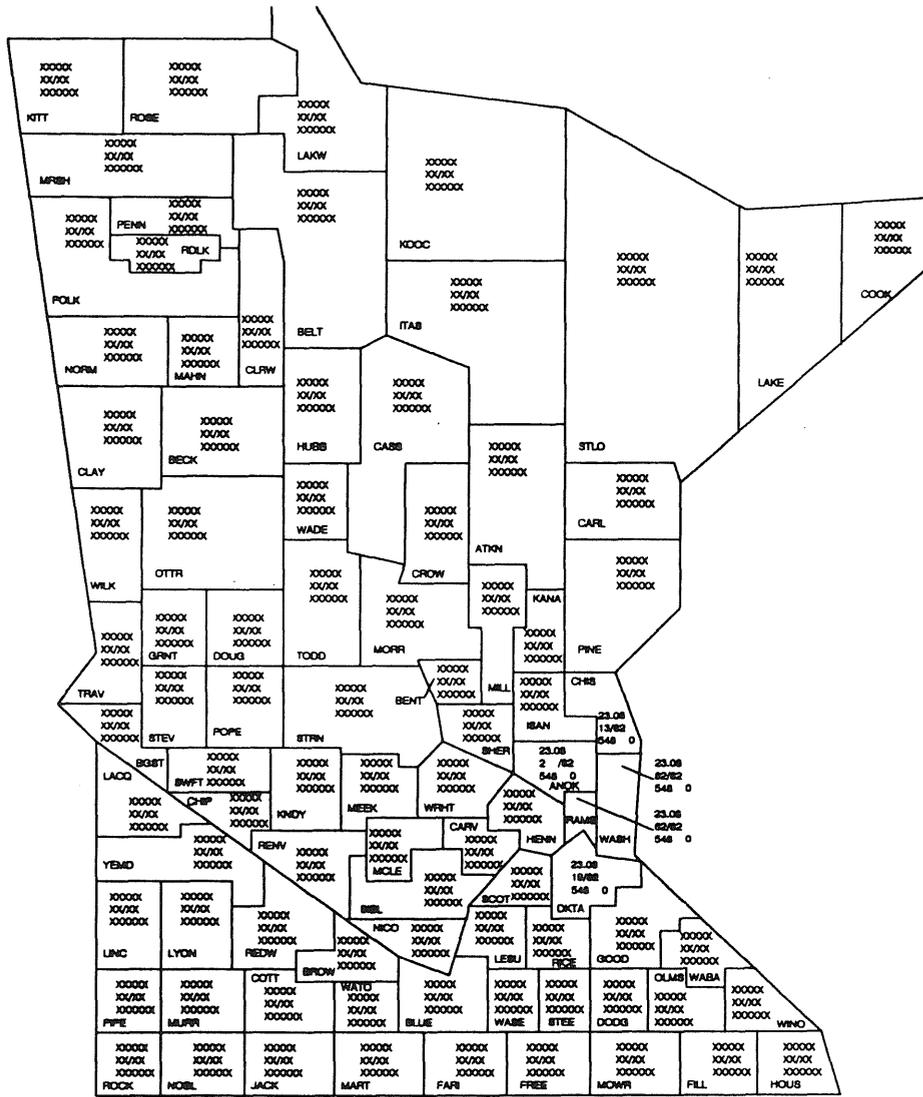


LABOR CODE:407 CONSTRUCTION CLASS:H

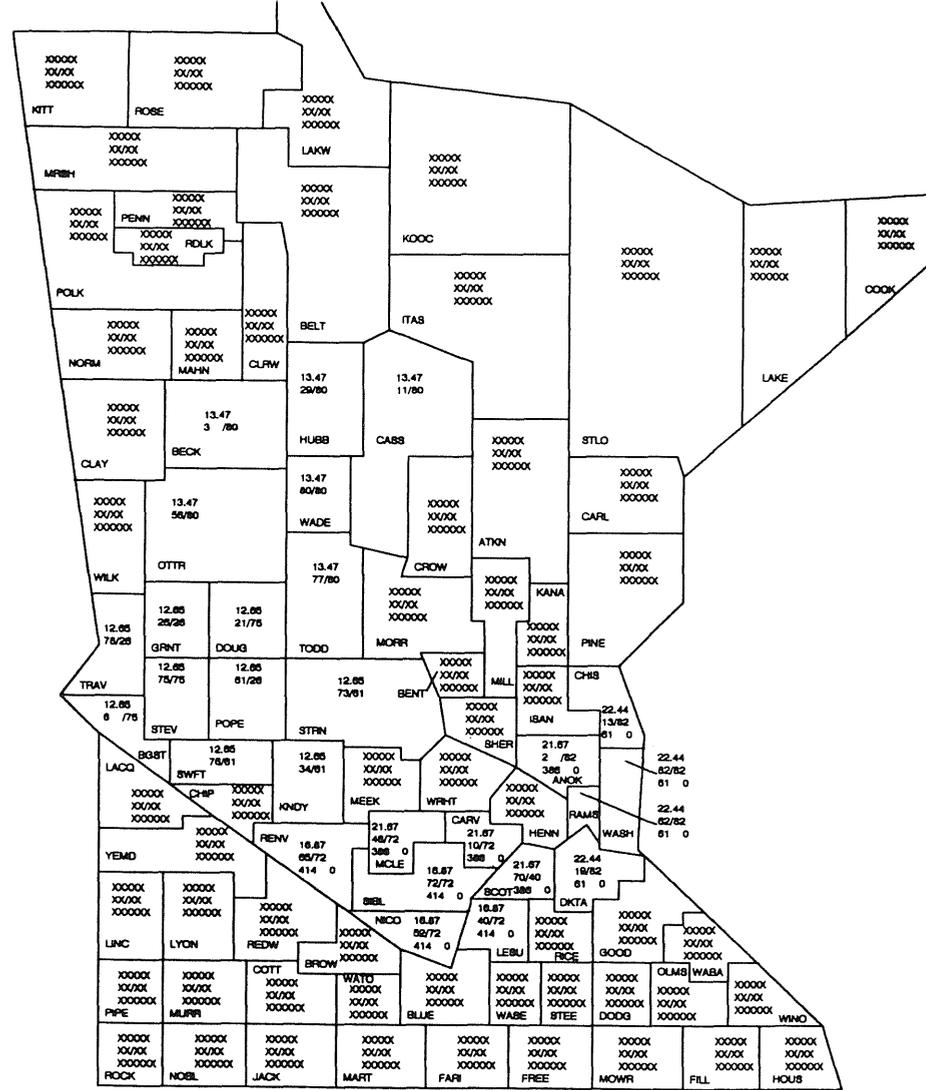


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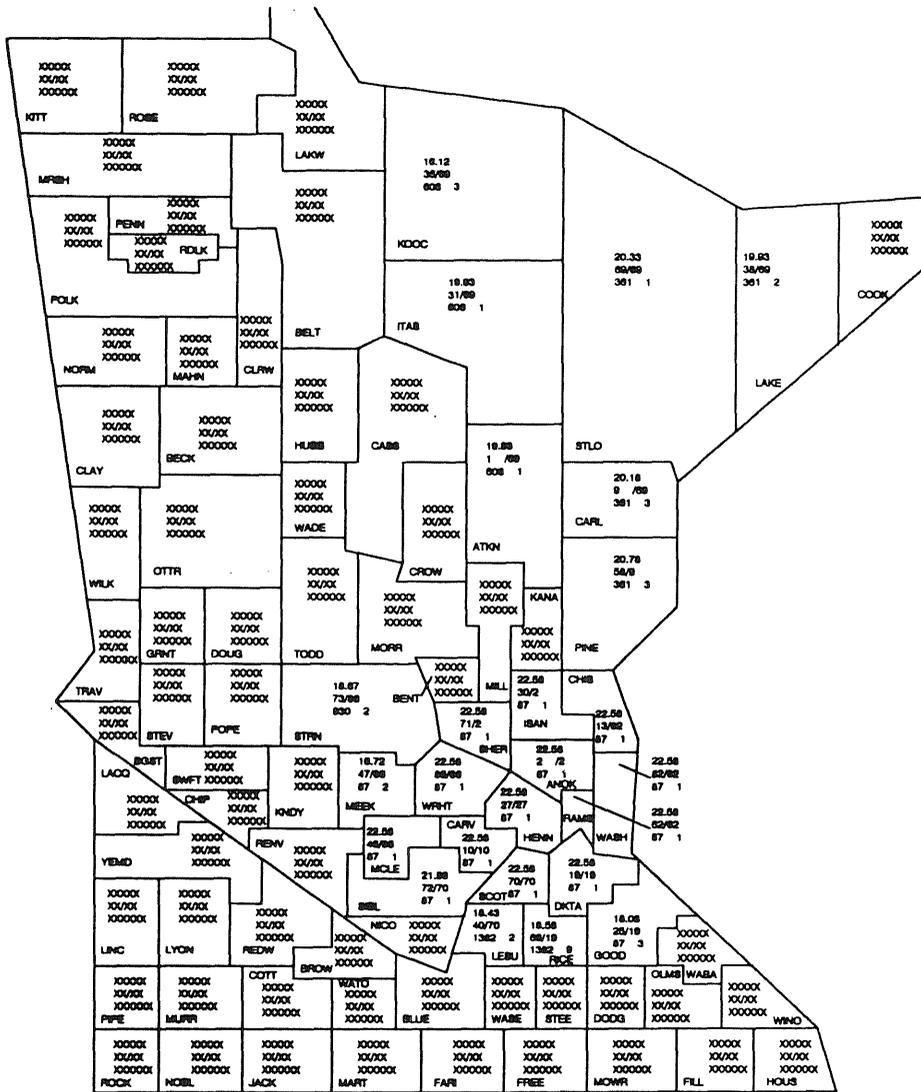




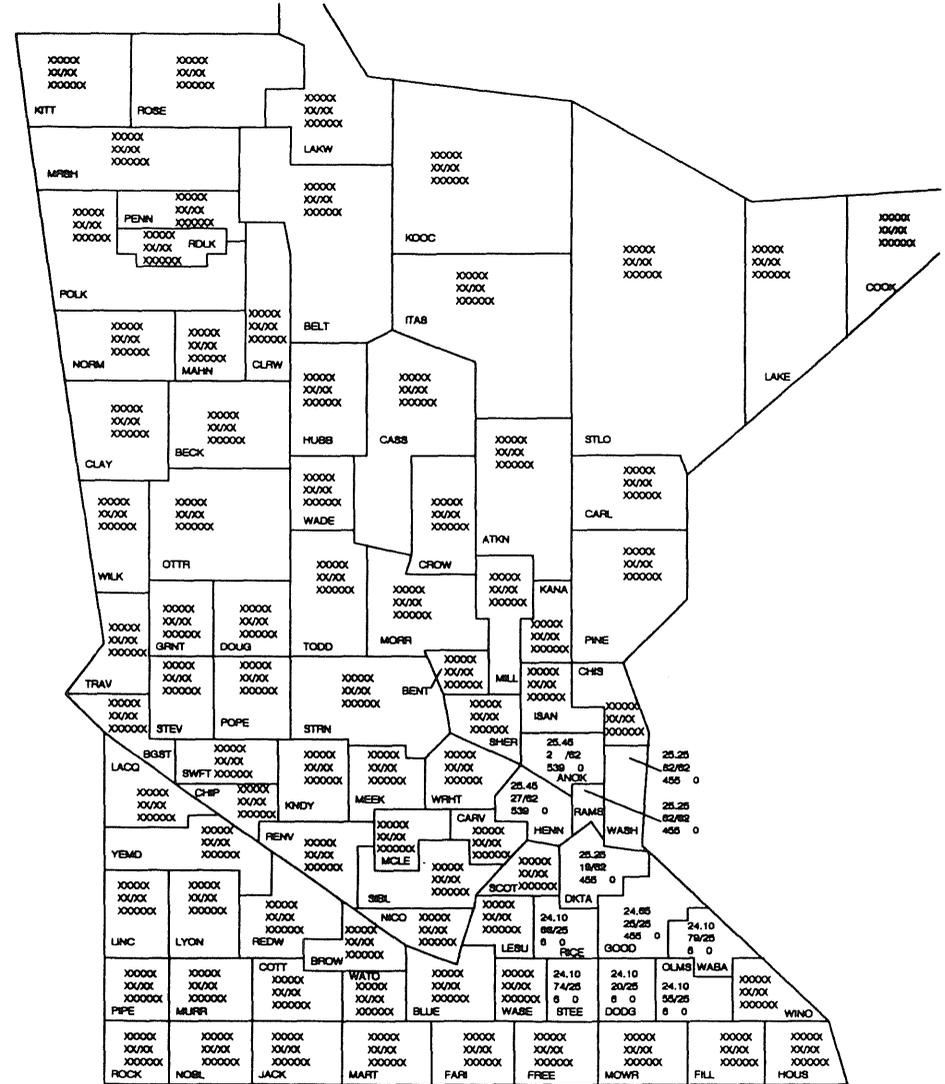
LABOR CODE:414 CONSTRUCTION CLASS:H



LABOR CODE:415 CONSTRUCTION CLASS:H



LABOR CODE:416 CONSTRUCTION CLASS:H



LABOR CODE:417 CONSTRUCTION CLASS:H



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**Appendix M.**

**U.S. DEPARTMENT OF LABOR  
FORM WD-10**

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**INSTRUCTIONS – FORM WD-10**

(Correct any of the preprinted information in items 1–8. If not preprinted, please complete.)

1. Self-explanatory.
2. Provide the name of the project, a short description, the street address, city, county and state.
3. If a general or prime contract, on a separate sheet identify by name, address and telephone number all of your subcontractors engaged on this project. Do not include those firms which supply materials only.
4. General or Prime Contractors Only. State the total project value  
Subcontractors Only. State the approximate value of your subcontract (not of the entire general contract).
5. General or Prime Contractors Only. State the date that any work started on the project.  
Subcontractors Only. Indicate the date you started actual work on the project.
6. General or Prime Contractors Only. Give the project completion date and indicate if the date is actual (that is, already completed) or estimated.
7. For residential building projects, state the number of stories and units.
8. For all projects, indicate whether the project is subject to a Federal (Davis-Bacon) wage determination, a State wage determination, or neither. If project is subject to both a Federal and State wage determination check both boxes.
9. List all classifications employed on the project. Do not include employees in an approved apprentice program or those being trained in a formal training program.
10. Indicate by a check mark whether the contractor is signatory to a collective bargaining agreement under which the workers in each classification listed are paid.
11. Indicate the ending date (mo., day, yr.) of the workweek in which the wage rates were paid to each classification.
12. For each classification used on this project please fill in number employed during the week of peak employment of each craft. Indicate the number of employees paid at each given rate.
13. Indicate the basic hourly rate of pay for each classification. Do not give a pay range. If pay is for piece work, break it down to an hourly rate of pay for each piece rate worker. Do not group piece rate workers with one average hourly rate.
14. Indicate any bona fide fringe benefits\* paid each classification under the following categories:
  - a. Health and Welfare
  - b. Pension
  - c. Holiday and Vacation
  - d. Apprentice Training (App. Training)

Give the hourly rate, or the percentage of the basic hourly rate paid, or other amounts (e.g., \$15 per week, \$30 per month) under the heading that most clearly describes the fringe benefit. If necessary, clarify or list any bona fide fringe benefit which does fit into the above categories in "Remarks" box.

**15–17. Self-explanatory.**

\*Typically, bona fide fringe benefits include:

- o Health and Welfare – medical or hospital care, compensation for injuries or illness resulting from occupational activity, or insurance to provide any of the foregoing, unemployment benefits, life insurance, disability or sickness or accident insurance.
- o Pensions – Retirement or Annuity cost or cost of insurance to provide such a benefit.
- o Holiday and Vacation.
- o Apprentice Training – defrayment of cost of apprenticeship or similar training programs.

Report only the contributions made or costs incurred by the contractor or subcontractor (not the contributions or amounts paid by employees) for any of the types of fringe benefits noted above. Do not report any fringe benefit payments required by either Federal, State, or local law, such as worker's compensation or unemployment insurance.

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**Appendix N.**

**COMPARISONS OF  
FEDERAL and MINNESOTA  
PREVAILING WAGE RATES:**

**Commercial construction**

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# COMPARISONS OF FEDERAL and MINNESOTA PREVAILING WAGE RATES

## Commercial construction

The 1990 legislation outlining the requirements of this study stated that the Management Analysis Division must examine "the variations in prevailing wage rates among counties in Minnesota and between Minnesota and Federal prevailing wage rates." This appendix presents comparisons of federal and Minnesota commercial construction wage rates.

Federal and Minnesota prevailing wage rates utilized on Sept. 1, 1990, were used for comparison. Federal rates were taken from the 1990 edition of *General Wage Determinations*, updated as of Aug. 10, 1990.

Minnesota rates were provided by the Minnesota Department of Labor and Industry's Labor Standards Division. The division makes wage determinations in three zones. Zone I (northern) rates went into effect Aug. 1, 1990, Zone II (central) rates June 11, 1990, and Zone III (southern) rates April 1, 1990.

Sixty-one of Minnesota's 82 master job classifications were used for comparison. All four major classification areas were represented. Selection was based on frequency of use.

## LABORERS

- 101 Laborer, common
- 103 Laborer, landscape
- 104 Flagperson
- 106 Powderman
- 107 Pipelayer
- 109 Underground/open ditch laborer

## POWER EQUIPMENT OPERATORS

- 201 Air compressor operator
- 202 Asphalt/bituminous stabilizer plant operator
- 203 Dragline with shovel-type controls
- 204 Bituminous spreader
- 206 Conveyer operator
- 207 Concrete distributor
- 208 Concrete saw operator
- 209 Crushing plant operator
- 210 Curb machine
- 213 Forklift operator
- 214 Frontend loader operator
- 215 Helicopter pilot

- 216 Fireman/tank car heater
- 217 Grader/motor patrol
- 218 Grader operator
- 219 Greaser
- 220 Hoist engineer
- 221 Chip spreader (self-propelled)
- 222 Mechanic/welder
- 223 Oilers
- 224 Pick-up sweeper
- 227 Roller (less than or equal to 6 tons)
- 228 Roller (greater than 6 tons)
- 229 Scraper (greater than or equal to 32 cubic yards)
- 231 Rubber-tire tractor operator
- 232 Shouldering machine operator
- 234 Turnapull operator
- 235 Tractor operator (D2, TD6)
- 236 Tractor operator (greater than D2, TD6)
- 237 Power-actuated augers
- 238 Truck crane oiler

## **TRUCK DRIVERS**

- 301 Bituminous distributor driver
- 302 Dumpman
- 304 Packer operator (self-propelled)
- 306 Single- or 2-axle unit
- 308 4-axle unit

## **SPECIAL CRAFTS**

- 401 Asbestos worker
- 402 Boilermaker
- 403 Bricklayer
- 404 Carpenter
- 406 Cement mason
- 407 Electrician
- 408 Elevator constructor
- 409 Glazier
- 410 Lather
- 412 Iron worker
- 415 Painter
- 416 Piledriverman
- 417 Pipe/steamfitter
- 418 Plasterer
- 419 Plumber
- 420 Roofer
- 421 Sheetmetal worker
- 422 Sprinkler fitter
- 424 Tile setter

This listing served as a working base for comparisons. Federal and/or Minnesota rates were not provided for each classification in every county.

Federal commercial building rates were not provided for four Minnesota counties: Brown, Fillmore, Houston, and Kanabec. Wage comparisons, therefore, were not possible.

The federal government provides both "building" and "site preparation, excavation, and incidental paving" wage rates for some job classifications (for example, carpenters). Minnesota wage rates are not separated in this manner. The use of federal "site preparation, excavation and incidental paving" rates is documented in this appendix's end notes.

For some job classifications, the federal government subdivides counties into smaller wage rate areas. This differs from Minnesota's methodology (that is, presenting wage rates only at the county level), so no wage comparisons were made if federal rates were split in a county.

Comparisons were not made for the following classifications:

"Common laborer" (101), "Flagperson" (104), "Powderman" (106), "Pipelayer" (107), and "Underground and open ditch laborer" (109) in Cass and St. Louis counties

"Bricklayer" (403) in Aitkin, Freeborn, Goodhue, Mille Lacs, Sherburne, Steele, St. Louis, and Wabasha counties

"Carpenter" (404) in Aitkin, Benton, Blue Earth, Cass, Clay, Dodge, Goodhue, Hubbard, Itasca, Koochiching, Lake, LeSueur, McLeod, Mille Lacs, Nicollet, Olmsted, Pine, Polk, Scott, Sherburne, Sibley, Steele, St. Louis, Wabasha, Waseca, and Wright counties

"Cement mason" (406) in Dodge, Freeborn, Goodhue, Isanti, LeSueur, Pine, St. Louis, Wabasha, and Waseca counties

"Electrician" (407) in Anoka, Cass, Goodhue, Hubbard, Itasca, LeSueur, Mille Lacs, Pine, Sherburne, St. Louis, and Wright counties

"Glazier" (409) in Sherburne County

"Lather" (410) in Becker, Crow Wing, Goodhue, Pine, Wabasha, Wadena, and Waseca counties

"Ironworker" (412) in Crow Wing, Mille Lacs, Pine, and Wadena counties

"Painter" (415) in Morrison, Pine and Sherburne counties

"Piledriverman" (416) in Aitkin, Benton, Blue Earth, Cass, Clay, Dodge, Goodhue, Hubbard, Itasca, Koochiching, Lake, LeSueur, McLeod, Mille Lacs, Mower, Nicollet, Olmsted, Pine, Polk, Scott, Sherburne, Sibley, Steele, St. Louis, Wabasha, Waseca, and Wright counties

"Pipefitter/steamfitter" (417) in Cass, Clay, Cook, Goodhue, Lake, Polk, Sherburne, and St. Louis counties

“Plasterer” (418) in Anoka, Dodge, Goodhue, Isanti, LeSueur, Pine, St. Louis, Wabasha, and Waseca counties

“Plumber” (419) in Cass, Clay, Cook, Goodhue, Lake, Polk, Sherburne, and St. Louis counties

“Roofer” (420) in Isanti, St. Louis, and Wright counties

“Sheet metal worker” (421) in St. Louis County

“Tile setter” (424) in St. Louis and Wabasha counties

All “truck driver” (301-308) in Cass, Chisago, and Itasca counties

“Site preparation, excavation, and incidental paving” classifications were not available for Benton, Itasca, Koochiching, Sherburne, and Stearns counties.

In federal rates, fringe benefits were occasionally expressed as percentages of regular hourly wages (for example, hourly rate = \$17.50, fringe = \$4.51 + 12.5%). When this occurred, fringes were calculated into dollar figures and used for comparison (for example, \$4.51 + 12.5% = \$6.697).

End notes are indicated in brackets and apply to the total wage rate they follow. A key is presented on the next page.

# KEY TO COMPARISON TABLES

Column Heading	Definition
County	All counties where comparisons were possible
Federal Prevailing Wage Rates	
Base	Regular federal hourly prevailing wage rates
Fringe	Federal fringe benefit figures
Total	Federal "Base" + "Fringe" = "Total"
[No.]	End note number
Minnesota Prevailing Wage Rates	
Base	Regular Minnesota hourly prevailing wage rates
Fringe	Minnesota fringe benefit figures
Total	Minnesota "Base" + "Fringe" = "Total"
[No.]	End note number
Variation in Rates	Minnesota "Total" - Federal "Total" = "Variation in Rates"
	Positive value      Minnesota rate is higher than the federal rate by the amount indicated
	Negative value      Minnesota rate is lower than the federal rate by the amount indicated
	Zero                  Minnesota and federal rates are equal



TABLE 1. COMMERCIAL CONSTRUCTION  
Classification 101: Laborer, common

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	9.40	1.25	10.65	9.90	2.05	11.95	1.30
Anoka	15.30	4.00	19.30	15.30	4.00	19.30	0.00
Becker	9.00	0.95	9.95	9.30	1.85	11.15	1.20
Beltrami	10.05	1.25	11.30	11.18	3.00	14.18 [1]	2.88
Benton	11.75	1.35	13.10	10.40	2.00	12.40 [2]	-0.70
Big Stone	6.49	0.00	6.49	5.50	0.00	5.50	-0.99
Blue Earth	12.05	1.45	13.50	10.85	2.10	12.95 [3]	-0.55
Carlton	12.15	2.90	15.05	13.70	3.05	16.75	1.70
Carver	15.30	4.00	19.30	15.30	4.00	19.30	0.00
Chippewa	6.40	0.00	6.40	9.30	1.85	11.15	4.75
Chisago	15.30	4.00	19.30	15.30	4.00	19.30	0.00
Clay	9.00	0.95	9.95	9.00	0.00	9.00	-0.95
Clearwater	10.05	1.25	11.30	11.18	3.00	14.18 [1]	2.88
Cook	12.15	2.90	15.05	11.18	3.00	14.18 [1]	-0.87
Cottonwood	6.97	0.00	6.97	5.50	0.25	5.75	-1.22
Crow Wing	9.40	1.25	10.65	9.90	2.05	11.95	1.30
Dakota	15.30	4.00	19.30	15.30	4.00	19.30	0.00
Dodge	12.05	1.45	13.50	13.15	2.05	15.20	1.70
Douglas	6.49	0.00	6.49	9.30	1.85	11.15	4.66
Faribault	12.05	1.45	13.50	13.15	2.05	15.20	1.70
Freeborn	12.05	1.45	13.50	6.00	0.62	6.62	-6.88
Goodhue	12.05	1.45	13.50	6.25	0.00	6.25	-7.25
Grant	6.49	0.00	6.49	7.00	0.00	7.00	0.51
Hennepin	15.30	4.00	19.30	15.30	4.00	19.30	0.00
Hubbard	10.05	1.25	11.30	9.90	2.05	11.95	0.65
Isanti	15.30	4.00	19.30	15.30	4.00	19.30	0.00
Itasca	10.40	0.65	11.05	8.00	1.00	9.00	-2.05
Jackson	6.97	0.00	6.97	8.85	1.90	10.75 [4]	3.78
Kandiyohi	6.40	0.00	6.40	7.00	0.55	7.55	1.15
Kittson	9.00	0.95	9.95	9.25	0.00	9.25	-0.70
Koochiching	10.40	0.65	11.05	11.18	3.00	14.18 [1]	3.13
Lac Qui Parle	6.40	0.00	6.40	5.50	0.00	5.50	-0.90
Lake	12.15	2.90	15.05	11.18	3.00	14.18 [1]	-0.87
Le Sueur	12.05	1.45	13.50	9.00	2.21	11.21	-2.29
Lincoln	6.97	0.00	6.97	8.85	1.90	10.75 [4]	3.78
Lk of the Wds	10.40	0.65	11.05	11.18	3.00	14.18 [1]	3.13
Lyon	6.97	0.00	6.97	8.85	1.90	10.75 [4]	3.78
Mahnomen	9.00	0.95	9.95	11.18	3.00	14.18 [1]	4.23
Marshall	9.00	0.95	9.95	11.18	3.00	14.18 [1]	4.23

TABLE 1. COMMERCIAL CONSTRUCTION  
Classification 101: Laborer, common  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Martin	6.97	0.00	6.97	5.50	0.00	5.50	-1.47
McLeod	12.05	1.45	13.50	11.15	2.25	13.40 [3]	-0.10
Meeke	6.40	0.00	6.40	5.50	0.25	5.75	-0.65
Mille Lacs	11.75	1.35	13.10	5.50	0.25	5.75	-7.35
Morrison	9.40	1.25	10.65	9.90	2.05	11.95	1.30
Mower	12.05	1.45	13.50	8.00	0.81	8.81	-4.69
Murray	6.97	0.00	6.97	8.85	1.90	10.75 [4]	3.78
Nicollet	12.05	1.45	13.50	11.15	2.25	13.40 [3]	-0.10
Nobles	6.97	0.00	6.97	8.85	1.90	10.75 [4]	3.78
Norman	9.00	0.95	9.95	11.18	3.00	14.18 [1]	4.23
Olmsted	12.05	1.45	13.50	13.05	2.65	15.70	2.20
Otter Tail	6.49	0.00	6.49	7.00	0.00	7.00	0.51
Pennington	9.00	0.95	9.95	11.18	3.00	14.18 [1]	4.23
Pine	15.30	4.00	19.30	15.30	4.00	19.30	0.00
Pipestone	6.97	0.00	6.97	7.00	0.00	7.00	0.03
Polk	9.00	0.95	9.95	8.00	0.00	8.00	-1.95
Pope	6.49	0.00	6.49	9.30	1.85	11.15	4.66
Ramsey	15.30	4.00	19.30	15.30	4.00	19.30	0.00
Red Lake	9.00	0.95	9.95	8.00	0.00	8.00	-1.95
Redwood	6.97	0.00	6.97	5.50	0.25	5.75	-1.22
Renville	6.40	0.00	6.40	6.00	0.25	6.25	-0.15
Rice	12.05	1.45	13.50	9.00	2.21	11.21	-2.29
Rock	6.97	0.00	6.97	8.85	1.90	10.75 [4]	3.78
Roseau	9.00	0.95	9.95	9.25	0.00	9.25	-0.70
Scott	15.30	4.00	19.30	15.30	4.00	19.30	0.00
Sherburne	15.30	4.00	19.30	15.30	4.00	19.30	0.00
Sibley	12.05	1.45	13.50	9.00	2.21	11.21	-2.29
Stearns	11.75	1.35	13.10	10.40	2.00	12.40 [2]	-0.70
Steele	12.05	1.45	13.50	13.55	2.15	15.70	2.20
Stevens	4.96	0.00	4.96	9.30	1.85	11.15	6.19
Swift	4.96	0.00	4.96	7.00	0.55	7.55	2.59
Todd	6.49	0.00	6.49	9.90	2.05	11.95	5.46
Traverse	6.49	0.00	6.49	5.25	0.00	5.25	-1.24
Wabasha	12.05	1.45	13.50	13.05	2.65	15.70	2.20
Wadena	9.40	1.25	10.65	9.40	0.00	9.40	-1.25
Waseca	12.05	1.45	13.50	7.00	0.46	7.46	-6.04
Washington	15.30	4.00	19.30	15.30	4.00	19.30	0.00
Watsonwan	6.97	0.00	6.97	5.50	0.25	5.75	-1.22
Wilkin	6.49	0.00	6.49	7.00	0.00	7.00	0.51
Winona	12.05	1.45	13.50	10.50	0.00	10.50	-3.00
Wright	15.30	4.00	19.30	15.30	4.00	19.30	0.00
Yellow Med.	6.40	0.00	6.40	5.50	0.25	5.75	-0.65

TABLE 2. COMMERCIAL CONSTRUCTION  
Classification 103: Laborer, landscaping

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Anoka	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Becker	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Beltrami	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Benton	8.10	1.85	9.95	7.00	0.00	7.00	-2.95
Carlton	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Carver	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Chisago	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Clearwater	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Crow Wing	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Dakota	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Hennepin	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Hubbard	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Isanti	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Itasca	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Kittson	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Koochiching	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Lake	8.10	1.85	9.95	10.00	0.00	10.00	0.05
Lk of the Wds	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Marshall	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Mille Lacs	8.10	1.85	9.95	7.00	0.00	7.00	-2.95
Morrison	8.10	1.85	9.95	7.00	0.00	7.00	-2.95
Pine	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Ramsey	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Roseau	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Scott	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Sherburne	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Stearns	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
St. Louis	8.10	1.85	9.95	10.00	0.00	10.00	0.05
Wadena	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Washington	8.10	1.85	9.95	8.00	0.00	8.00	-1.95
Wright	8.10	1.85	9.95	8.40	2.02	10.42	0.47

TABLE 3. COMMERCIAL CONSTRUCTION  
Classification 107: Pipelayer

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Benton	12.05	1.35	13.40	12.00	0.00	12.00	-1.40
Carver	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Chisago	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Dakota	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Hennepin	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Isanti	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Morrison	9.80	1.25	11.05	12.00	0.00	12.00	0.95
Olmsted	12.45	1.45	13.90	14.35	0.00	14.35	0.45
Ramsey	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Scott	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Sherburne	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Stearns	12.05	1.35	13.40	12.00	0.00	12.00	-1.40
Wabasha	12.45	1.45	13.90	14.35	0.00	14.35	0.45
Washington	15.70	4.00	19.70	13.90	0.00	13.90	-5.80
Winona	12.45	1.45	13.90	14.35	0.00	14.35	0.45
Wright	15.70	4.00	19.70	15.70	4.00	19.70	0.00

TABLE 4. COMMERCIAL CONSTRUCTION  
Classification 109: Underground and open ditch laborer

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Benton	12.00	1.35	13.35	12.20	1.90	14.10 [5]	0.75
Carver	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Dakota	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Goodhue	12.45	1.45	13.90 [6]	13.10	3.00	16.10	2.20
Hennepin	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Isanti	15.70	4.00	19.70 [6]	15.70	4.00	19.70	0.00
Le Sueur	12.45	1.45	13.90 [6]	13.95	2.15	16.10	2.20
Mille Lacs	12.00	1.35	13.35	12.20	1.90	14.10 [5]	0.75
Ramsey	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Rice	12.45	1.45	13.90 [6]	13.95	2.15	16.10	2.20
Scott	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Sherburne	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Sibley	12.45	1.45	13.90 [6]	11.55	2.25	13.80 [7]	-0.10
Stearns	12.00	1.35	13.35	12.20	1.90	14.10 [5]	0.75
Washington	15.70	4.00	19.70	15.70	4.00	19.70	0.00
Wright	15.70	4.00	19.70 [6]	15.70	4.00	19.70	0.00

TABLE 5. COMMERCIAL CONSTRUCTION  
Classification 201: Air compressor operator

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	16.05	3.65	19.70 [8]	16.05	3.65	19.70	0.00
Carver	16.05	3.65	19.70 [8]	16.05	3.65	19.70	0.00
Dakota	16.05	3.65	19.70 [8]	16.05	3.65	19.70	0.00
Hennepin	16.05	3.65	19.70 [8]	16.05	3.65	19.70	0.00
Ramsey	16.05	3.65	19.70 [8]	16.05	3.65	19.70	0.00
Scott	16.05	3.65	19.70 [8]	16.05	3.65	19.70	0.00
Sherburne	16.05	3.65	19.70 [8]	16.05	3.65	19.70	0.00
Wright	16.05	3.65	19.70 [8]	16.05	3.65	19.70	0.00

TABLE 6. COMMERCIAL CONSTRUCTION  
Classification 203: Dragline/equipment with shovel

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	18.02	3.65	21.67 [9]	18.85	3.65	22.50	0.83
Blue Earth	16.51	3.65	20.16 [9]	18.85	3.65	22.50 [10]	2.34
Carlton	16.51	3.65	20.16 [9]	18.85	3.65	22.50	2.34
Carver	18.02	3.65	21.67 [9]	18.85	3.65	22.50	0.83
Dakota	18.02	3.65	21.67 [9]	18.02	3.65	21.67	0.00
Faribault	16.51	3.65	20.16 [9]	18.85	3.65	22.50 [10]	2.34
Freeborn	16.51	3.65	20.16 [9]	9.00	1.04	10.04	-10.12
Hennepin	18.02	3.65	21.67 [9]	18.02	3.65	21.67	0.00
Lake	18.02	3.65	21.67 [9]	18.85	3.65	22.50	0.83
Mower	16.51	3.65	20.16 [9]	18.85	3.65	22.50 [10]	2.34
Olmsted	16.51	3.65	20.16 [9]	18.85	3.65	22.50 [10]	2.34
Ramsey	18.02	3.65	21.67 [9]	18.85	3.65	22.50	0.83
Scott	18.02	3.65	21.67 [9]	18.02	3.65	21.67	0.00
St. Louis	18.02	3.65	21.67 [9]	18.85	3.65	22.50	0.83
Washington	18.02	3.65	21.67 [9]	18.85	3.65	22.50	0.83

TABLE 7. COMMERCIAL CONSTRUCTION  
Classification 213: Fork lift operator

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Anoka	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Beltrami	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Benton	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Blue Earth	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Carlton	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Carver	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Chisago	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Dakota	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Faribault	18.68	3.65	22.33	9.00	0.46	9.46	-12.87
Freeborn	18.68	3.65	22.33	9.00	0.46	9.46	-12.87
Goodhue	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Hennepin	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Isanti	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Itasca	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Koochiching	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Lake	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Le Sueur	18.68	3.65	22.33	9.00	0.46	9.46	-12.87
Lk of the Wds	18.68	3.65	22.33	18.68	3.65	22.33	0.00
McLeod	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Mille Lacs	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Morrison	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Mower	18.68	3.65	22.33	9.00	0.46	9.46	-12.87
Nicollet	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Olmsted	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Pine	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Ramsey	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Rice	18.68	3.65	22.33	9.00	0.46	9.46	-12.87
Scott	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Sherburne	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Stearns	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Steele	18.68	3.65	22.33	9.00	0.46	9.46	-12.87
St. Louis	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Wabasha	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Waseca	18.68	3.65	22.33	9.00	0.46	9.46	-12.87
Washington	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Winona	18.68	3.65	22.33	16.00	0.00	16.00	-6.33
Wright	18.68	3.65	22.33	18.68	3.65	22.33	0.00

TABLE 8. COMMERCIAL CONSTRUCTION  
Classification 214: Front end loader operator

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	17.72	3.65	21.37 [11]	17.72	3.65	21.37	0.00
Blue Earth	16.21	3.65	19.86 [11]	10.40	0.00	10.40	-9.46
Carver	17.72	3.65	21.37 [11]	17.72	3.65	21.37	0.00
Cottonwood	10.92	1.17	12.09	9.40	0.20	9.60	-2.49
Dakota	17.72	3.65	21.37 [11]	17.72	3.65	21.37	0.00
Douglas	9.02	0.00	9.02	13.71	3.65	17.36	8.34
Faribault	16.21	3.65	19.86 [11]	10.40	0.00	10.40	-9.46
Grant	9.02	0.00	9.02	10.00	0.00	10.00	0.98
Hennepin	17.72	3.65	21.37 [11]	17.72	3.65	21.37	0.00
Kandiyohi	8.00	0.00	8.00	13.71	3.65	17.36	9.36
Martin	10.92	1.17	12.09	10.40	0.00	10.40	-1.69
Meeker	8.00	0.00	8.00	16.21	3.65	19.86	11.86
Mower	16.21	3.65	19.86 [11]	17.17	3.65	20.82 [12]	0.96
Olmsted	16.21	3.65	19.86 [11]	17.17	3.65	20.82 [12]	0.96
Otter Tail	9.02	0.00	9.02	7.50	0.59	8.09	-0.93
Pope	9.02	0.00	9.02	13.71	3.65	17.36	8.34
Ramsey	17.72	3.65	21.37 [11]	17.72	3.65	21.37	0.00
Redwood	10.92	1.17	12.09	9.40	0.20	9.60	-2.49
Renville	8.00	0.00	8.00	9.40	0.20	9.60	1.60
Scott	17.72	3.65	21.37 [11]	17.72	3.65	21.37	0.00
St. Louis	17.72	3.65	21.37 [11]	18.68	3.65	22.33	0.96
Todd	9.02	0.00	9.02	13.71	3.65	17.36	8.34
Washington	17.72	3.65	21.37 [11]	17.72	3.65	21.37	0.00
Watsonwan	10.92	1.17	12.09	10.40	0.00	10.40	-1.69

TABLE 9. COMMERCIAL CONSTRUCTION  
Classification 217: Grader, motor patrol, finishing

County	Federal Prevailing Wage Rates				Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total		Base	Fringe	Total	
Anoka	18.02	3.65	21.67	[11]	18.02	3.65	21.67	0.00
Blue Earth	16.51	3.65	20.16	[11]	10.70	0.00	10.70	-9.46
Carver	18.02	3.65	21.67	[11]	18.02	3.65	21.67	0.00
Dakota	18.02	3.65	21.67	[11]	18.02	3.65	21.67	0.00
Faribault	16.51	3.65	20.16	[11]	10.70	0.00	10.70	-9.46
Hennepin	18.02	3.65	21.67	[11]	18.02	3.65	21.67	0.00
Olmsted	16.51	3.65	20.16	[11]	16.51	3.65	20.16	0.00
Ramsey	18.02	3.65	21.67	[11]	18.02	3.65	21.67	0.00
Scott	18.02	3.65	21.67	[11]	18.02	3.65	21.67	0.00
Washington	18.02	3.65	21.67	[11]	18.02	3.65	21.67	0.00

TABLE 10. COMMERCIAL CONSTRUCTION  
Classification 218: Grader operator

County	Federal Prevailing Wage Rates				Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total		Base	Fringe	Total	
Anoka	14.68	3.65	18.33	[11]	14.68	3.65	18.33	0.00
Carver	14.68	3.65	18.33	[11]	14.68	3.65	18.33	0.00
Dakota	14.68	3.65	18.33	[11]	14.68	3.65	18.33	0.00
Hennepin	14.68	3.65	18.33	[11]	14.68	3.65	18.33	0.00
Ramsey	14.68	3.65	18.33	[11]	14.68	3.65	18.33	0.00
Scott	14.68	3.65	18.33	[11]	14.68	3.65	18.33	0.00
Washington	14.68	3.65	18.33	[11]	14.68	3.65	18.33	0.00

TABLE 11. COMMERCIAL CONSTRUCTION  
Classification 220: Hoist engineer

County	Federal Prevailing Wage Rates				Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total		Base	Fringe	Total	
Aitkin	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Anoka	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Benton	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Carlton	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Carver	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Chisago	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Dakota	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Dodge	18.68	3.65	22.33	[13]	18.85	3.65	22.50	[13] 0.17
Goodhue	18.68	3.65	22.33	[13]	18.85	3.65	22.50	[13] 0.17
Hennepin	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Itasca	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Koochiching	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Lake	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
McLeod	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Morrison	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Mower	18.68	3.65	22.33	[13]	18.85	3.65	22.50	[13] 0.17
Pine	18.68	3.65	22.33	[13]	18.85	3.65	22.50	0.17
Ramsey	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Scott	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Sherburne	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Stearns	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
St. Louis	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Wabasha	18.68	3.65	22.33	[13]	18.85	3.65	22.50	[13] 0.17
Washington	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00
Winona	18.68	3.65	22.33	[13]	18.85	3.65	22.50	[13] 0.17
Wright	18.68	3.65	22.33	[13]	18.68	3.65	22.33	0.00

TABLE 12. COMMERCIAL CONSTRUCTION  
Classification 222: Mechanic or welder

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Becker	18.68	3.65	22.33	9.00	0.61	9.61	-12.72
Beltrami	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Benton	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Blue Earth	18.68	3.65	22.33	13.95	0.00	13.95	-8.38
Carver	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Clay	18.68	3.65	22.33	9.00	0.61	9.61	-12.72
Clearwater	18.68	3.65	22.33	9.00	0.61	9.61	-12.72
Dakota	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Hennepin	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Hubbard	18.68	3.65	22.33	9.00	0.61	9.61	-12.72
Itasca	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Koochiching	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Lk of the Wds	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Mahnomen	18.68	3.65	22.33	9.00	0.61	9.61	-12.72
Mille Lacs	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Morrison	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Nicollet	18.68	3.65	22.33	13.95	0.00	13.95	-8.38
Norman	18.68	3.65	22.33	9.00	0.61	9.61	-12.72
Ramsey	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Scott	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Sherburne	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Stearns	18.68	3.65	22.33	18.68	3.65	22.33	0.00
St. Louis	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Wadena	18.68	3.65	22.33	9.00	0.61	9.61	-12.72
Washington	18.68	3.65	22.33	18.68	3.65	22.33	0.00
Wright	18.68	3.65	22.33	18.68	3.65	22.33	0.00

TABLE 13. COMMERCIAL CONSTRUCTION  
Classification 223: Oilers

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Beltrami	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Blue Earth	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Carver	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Chisago	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Dakota	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Faribault	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Hennepin	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Isanti	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Itasca	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Koochiching	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Le Sueur	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Lk of the Wds	15.49	3.65	19.14	15.49	3.65	19.14	0.00
McLeod	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Nicollet	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Pine	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Ramsey	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Scott	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Sherburne	15.49	3.65	19.14	15.49	3.65	19.14	0.00
St. Louis	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Washington	15.49	3.65	19.14	15.49	3.65	19.14	0.00
Wright	15.49	3.65	19.14	15.49	3.65	19.14	0.00

TABLE 14. COMMERCIAL CONSTRUCTION  
Classification 229: Scraper, 32 cu. yds. and over

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Blue Earth	16.34	3.65	19.99 [11]	16.34	3.65	19.99	0.00
Faribault	16.34	3.65	19.99 [11]	15.49	3.65	19.14	-0.85
Olmsted	16.34	3.65	19.99 [11]	9.00	0.00	9.00	-10.99

TABLE 15. COMMERCIAL CONSTRUCTION  
Classification 231: Rubber tired tractor, back hoe

County	Federal Prevailing Wage Rates				Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total		Base	Fringe	Total	
Anoka	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Blue Earth	16.21	3.65	19.86	[11]	8.50	0.00	8.50	-11.36
Carver	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Dakota	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Hennepin	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Olmsted	16.21	3.65	19.86	[11]	12.00	0.00	12.00	-7.86
Ramsey	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Scott	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Washington	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00

TABLE 16. COMMERCIAL CONSTRUCTION  
Classification 234: Turnapull operator

County	Federal Prevailing Wage Rates				Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total		Base	Fringe	Total	
Anoka	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Carver	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Dakota	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Hennepin	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Ramsey	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Scott	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Washington	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00

TABLE 17. COMMERCIAL CONSTRUCTION  
Classification 235: Tractor operator, D2/TD6/etc.

County	Federal Prevailing Wage Rates				Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total		Base	Fringe	Total	
Anoka	14.68	3.65	18.33	[11]	14.68	3.65	18.33	0.00
Carver	14.68	3.65	18.33	[11]	14.68	3.65	18.33	0.00
Dakota	14.68	3.65	18.33	[11]	14.68	3.65	18.33	0.00
Hennepin	14.68	3.65	18.33	[11]	14.68	3.65	18.33	0.00
Ramsey	14.68	3.65	18.33	[11]	14.68	3.65	18.33	0.00
Scott	14.68	3.65	18.33	[11]	14.68	3.65	18.33	0.00
Washington	14.68	3.65	18.33	[11]	17.42	0.00	17.42	-0.91

TABLE 18. COMMERCIAL CONSTRUCTION  
Classification 236: Tractor operator, over D2/TD6/etc.

County	Federal Prevailing Wage Rates				Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total		Base	Fringe	Total	
Anoka	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Carver	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Dakota	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Hennepin	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Olmsted	16.21	3.65	19.86	[11]	16.21	3.65	19.86	0.00
Ramsey	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Scott	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00
Washington	17.72	3.65	21.37	[11]	17.72	3.65	21.37	0.00

TABLE 19. COMMERCIAL CONSTRUCTION  
Classification 238: Truck crane oiler

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Anoka	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Benton	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Blue Earth	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Carlton	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Carver	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Cass	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Chisago	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Crow Wing	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Dakota	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Faribault	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Freeborn	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Hennepin	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Isanti	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Itasca	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Koochiching	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Lake	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Le Sueur	16.05	3.65	19.70	16.05	3.65	19.70	0.00
McLeod	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Mille Lacs	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Morrison	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Nicollet	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Pine	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Ramsey	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Scott	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Sherburne	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Stearns	16.05	3.65	19.70	16.05	3.65	19.70	0.00
St. Louis	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Waseca	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Washington	16.05	3.65	19.70	16.05	3.65	19.70	0.00
Wright	16.05	3.65	19.70	16.05	3.65	19.70	0.00

TABLE 20. COMMERCIAL CONSTRUCTION  
Classification 306: Single axle or two axle unit

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Dakota	14.90	2.65	17.55 [14]	7.50	0.00	7.50	-10.05
Olmsted	13.15	2.65	15.80 [15]	7.50	0.00	7.50	-8.30

TABLE 21. COMMERCIAL CONSTRUCTION  
Classification 308: Four axle unit

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Koochiching	11.91	2.65	14.56 [16]	12.21	2.73	14.94	0.38
St. Louis	14.30	2.65	16.95 [17]	15.60	2.73	18.33	1.38

TABLE 22. COMMERCIAL CONSTRUCTION  
Classification 401: Asbestos worker

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	20.20	2.16	22.36	17.20	6.01	23.21	0.85
Anoka	19.86	5.05	24.91 [18]	20.61	5.07	25.68	0.77
Becker	18.06	1.84	19.90	16.42	1.67	18.09	-1.81
Beltrami	20.20	2.16	22.36	17.20	6.01	23.21	0.85
Benton	19.86	5.05	24.91 [18]	20.61	5.07	25.68	0.77
Blue Earth	19.86	5.05	24.91 [18]	20.61	5.07	25.68 [19]	0.77
Carlton	20.20	2.16	22.36 [18]	17.20	6.01	23.21	0.85
Carver	19.86	5.05	24.91 [18]	10.00	2.80	12.80	-12.11
Cass	20.20	2.16	22.36	17.20	6.01	23.21	0.85
Chisago	19.86	5.05	24.91	20.61	5.07	25.68	0.77
Clearwater	20.20	2.16	22.36	17.20	6.01	23.21	0.85
Cook	20.20	2.16	22.36 [18]	17.20	6.01	23.21	0.85
Crow Wing	20.20	2.16	22.36	17.20	6.01	23.21	0.85
Dakota	19.86	5.05	24.91 [18]	20.61	5.07	25.68	0.77
Dodge	19.86	5.05	24.91	20.61	5.07	25.68 [19]	0.77
Faribault	19.86	5.05	24.91 [18]	20.61	5.07	25.68 [19]	0.77
Freeborn	19.86	5.05	24.91 [18]	20.61	5.07	25.68 [19]	0.77
Goodhue	19.15	3.50	22.65	20.61	5.07	25.68 [19]	3.03
Hennepin	19.86	5.05	24.91 [18]	20.61	5.07	25.68	0.77
Hubbard	20.20	2.16	22.36	17.20	6.01	23.21	0.85
Isanti	19.86	5.05	24.91	20.61	5.07	25.68	0.77
Itasca	20.20	2.16	22.36 [18]	17.20	6.01	23.21	0.85
Kittson	18.06	1.84	19.90	16.42	1.67	18.09	-1.81
Koochiching	20.20	2.16	22.36 [18]	17.20	6.01	23.21	0.85
Lake	20.20	2.16	22.36 [18]	17.20	6.01	23.21	0.85
Le Sueur	19.86	5.05	24.91	20.61	5.07	25.68 [19]	0.77
Lk of the Wds	20.20	2.16	22.36	17.20	6.01	23.21	0.85
Mahnomen	18.06	1.84	19.90	16.42	1.67	18.09	-1.81
Marshall	18.06	1.84	19.90	16.42	1.67	18.09	-1.81
McLeod	19.86	5.05	24.91	20.61	5.07	25.68	0.77
Mille Lacs	19.86	5.05	24.91	20.61	5.07	25.68	0.77
Morrison	19.86	5.05	24.91	20.61	5.07	25.68	0.77
Mower	19.86	5.05	24.91 [18]	20.61	5.07	25.68 [19]	0.77
Nicollet	19.86	5.05	24.91	20.61	5.07	25.68 [19]	0.77
Olmsted	19.86	5.05	24.91 [18]	20.61	5.07	25.68 [19]	0.77
Pennington	18.06	1.84	19.90	16.42	1.67	18.09	-1.81
Pine	20.20	2.16	22.36	17.55	4.81	22.36	0.00
Polk	18.06	1.84	19.90	16.52	1.67	18.19	-1.71
Ramsey	19.86	5.05	24.91 [18]	20.61	5.07	25.68	0.77

TABLE 22. COMMERCIAL CONSTRUCTION  
Classification 401: Asbestos worker  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Red Lake	18.06	1.84	19.90	16.42	1.67	18.09	-1.81
Rice	19.86	5.05	24.91	20.61	5.07	25.68 [19]	0.77
Roseau	20.20	2.16	22.36	17.20	6.01	23.21	0.85
Scott	19.86	5.05	24.91 [18]	20.61	5.07	25.68	0.77
Sherburne	19.86	5.05	24.91 [18]	20.61	5.07	25.68	0.77
Sibley	19.86	5.05	24.91	20.61	5.07	25.68 [19]	0.77
Stearns	19.86	5.05	24.91 [18]	10.00	2.80	12.80	-12.11
Steele	19.86	5.05	24.91	20.61	5.07	25.68 [19]	0.77
St. Louis	20.20	2.16	22.36 [18]	17.20	6.01	23.21	0.85
Wabasha	19.86	5.05	24.91	20.61	5.07	25.68 [19]	0.77
Wadena	20.20	2.16	22.36	17.20	6.01	23.21	0.85
Waseca	19.86	5.05	24.91	20.61	5.07	25.68 [19]	0.77
Washington	19.86	5.05	24.91 [18]	20.61	5.07	25.68	0.77
Winona	19.86	5.05	24.91	20.61	5.07	25.68 [19]	0.77
Wright	19.86	5.05	24.91	20.61	5.07	25.68	0.77

TABLE 23. COMMERCIAL CONSTRUCTION  
Classification 403: Bricklayer

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	18.35	3.72	22.07 [20]	17.95	4.72	22.67	0.60
Becker	16.35	2.65	19.00	16.20	2.80	19.00	0.00
Beltrami	16.35	2.65	19.00	16.20	2.80	19.00	0.00
Benton	17.15	2.56	19.71 [20]	16.15	3.56	19.71	0.00
Big Stone	13.87	0.00	13.87	8.50	1.00	9.50	-4.37
Blue Earth	15.64	2.37	18.01 [21]	14.93	3.08	18.01 [22]	0.00
Carlton	18.58	4.09	22.67 [20]	17.03	3.40	20.43	-2.24
Carver	18.35	3.72	22.07 [20]	17.95	4.72	22.67	0.60
Cass	16.35	2.65	19.00	14.00	0.00	14.00	-5.00
Chippewa	13.53	0.00	13.53	16.00	0.00	16.00	2.47
Chisago	18.35	3.72	22.07	17.95	4.72	22.67	0.60
Clay	16.35	2.65	19.00	16.20	2.80	19.00	0.00
Clearwater	16.35	2.65	19.00	16.20	2.80	19.00	0.00
Cook	18.58	4.09	22.67 [20]	17.03	3.40	20.43	-2.24
Cottonwood	12.32	0.75	13.07	15.66	0.84	16.50	3.43
Crow Wing	16.35	2.65	19.00	16.20	2.80	19.00	0.00
Dakota	18.35	3.72	22.07 [20]	17.95	4.72	22.67	0.60
Dodge	18.46	2.30	20.76	13.00	1.10	14.10	-6.66
Douglas	13.87	0.00	13.87	14.00	0.00	14.00	0.13
Faribault	13.70	2.40	16.10 [23]	13.00	1.36	14.36	-1.74
Grant	13.87	0.00	13.87	14.00	0.00	14.00	0.13
Hennepin	18.35	3.72	22.07 [20]	17.95	4.72	22.67	0.60
Hubbard	16.35	2.65	19.00	16.20	2.80	19.00	0.00
Isanti	18.35	3.72	22.07	17.95	4.72	22.67	0.60
Itasca	16.88	2.80	19.68 [20]	14.18	4.30	18.48	-1.20
Kandiyohi	13.53	0.00	13.53	16.00	0.00	16.00	2.47
Koochiching	16.35	2.65	19.00 [20]	16.20	2.80	19.00	0.00
Lac Qui Parle	13.53	0.00	13.53	8.50	1.00	9.50	-4.03
Lake	18.58	4.09	22.67 [20]	17.03	3.40	20.43	-2.24
Le Sueur	15.64	2.37	18.01 [21]	13.00	1.10	14.10	-3.91
Lincoln	12.32	0.75	13.07	10.50	1.24	11.74	-1.33
Lk of the Wds	16.35	2.65	19.00	16.20	2.80	19.00	0.00
Lyon	12.32	0.75	13.07	10.50	1.24	11.74	-1.33
Mahnomen	16.95	2.05	19.00	16.50	2.60	19.10	0.10
Marshall	16.95	2.05	19.00	16.50	2.60	19.10	0.10
McLeod	14.41	0.75	15.16	17.95	4.72	22.67	7.51
Meeker	13.53	0.00	13.53	16.15	3.56	19.71	6.18
Morrison	18.15	0.50	18.65	16.45	2.20	18.65	0.00
Mower	18.46	2.30	20.76	13.00	1.10	14.10	-6.66
Murray	12.32	0.75	13.07	10.50	1.24	11.74	-1.33

TABLE 23. COMMERCIAL CONSTRUCTION  
Classification 403: Bricklayer  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Nicollet	15.64	2.37	18.01 [21]	14.93	3.08	18.01 [22]	0.00
Norman	16.95	2.05	19.00	16.50	2.60	19.10	0.10
Olmsted	18.46	2.30	20.76	13.00	1.10	14.10	-6.66
Otter Tail	13.87	0.00	13.87	14.00	0.00	14.00	0.13
Pennington	16.95	2.05	19.00	16.50	2.60	19.10	0.10
Pine	18.58	4.09	22.67	17.03	3.40	20.43	-2.24
Pipestone	12.32	0.75	13.07	10.50	1.24	11.74	-1.33
Polk	16.95	2.05	19.00	16.50	2.60	19.10	0.10
Pope	13.87	0.00	13.87	16.00	0.00	16.00	2.13
Ramsey	18.35	3.72	22.07 [20]	17.95	4.72	22.67	0.60
Red Lake	16.95	2.05	19.00	16.50	2.60	19.10	0.10
Redwood	12.32	0.75	13.07	16.16	0.75	16.91	3.84
Renville	13.53	0.00	13.53	16.16	0.75	16.91	3.38
Rice	18.51	2.25	20.76	13.00	1.10	14.10	-6.66
Roseau	16.95	2.05	19.00	16.50	2.60	19.10	0.10
Scott	18.35	3.72	22.07 [20]	17.95	4.72	22.67	0.60
Sibley	15.64	2.37	18.01 [21]	14.93	3.08	18.01 [22]	0.00
Stearns	17.15	2.56	19.71 [20]	16.15	3.56	19.71	0.00
Stevens	14.50	0.00	14.50	8.50	1.00	9.50	-5.00
Swift	14.50	0.00	14.50	8.50	1.00	9.50	-5.00
Todd	13.87	0.00	13.87	16.45	2.20	18.65	4.78
Wadena	16.35	2.65	19.00	16.20	2.80	19.00	0.00
Waseca	13.70	2.40	16.10 [23]	13.00	1.36	14.36	-1.74
Washington	18.35	3.72	22.07 [20]	17.95	4.72	22.67	0.60
Watsonwan	12.32	0.75	13.07	16.16	0.75	16.91	3.84
Wilkin	13.87	0.00	13.87	18.15	0.60	18.75	4.88
Winona	13.80	2.30	16.10 [23]	12.50	0.00	12.50	-3.60
Wright	18.35	3.72	22.07	17.95	4.72	22.67	0.60
Yellow Med.	13.53	0.00	13.53	10.50	1.24	11.74	-1.79

TABLE 24. COMMERCIAL CONSTRUCTION  
Classification 404: Carpenter

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	17.36	4.62	21.98 [24]	17.96	4.62	22.58	0.60
Becker	12.50	1.60	14.10	10.60	3.50	14.10	0.00
Beltrami	15.00	0.60	15.60	10.85	2.45	13.30 [25]	-2.30
Big Stone	9.00	0.00	9.00	6.50	0.00	6.50	-2.50
Carlton	15.00	1.85	16.85 [26]	16.05	3.65	19.70	2.85
Carver	17.36	4.62	21.98 [24]	17.96	4.62	22.58	0.60
Chippewa	8.54	0.00	8.54	12.00	0.00	12.00	3.46
Chisago	17.36	4.62	21.98 [24]	17.96	4.62	22.58	0.60
Clearwater	15.00	0.60	15.60	10.85	2.45	13.30 [25]	-2.30
Cook	16.30	3.40	19.70 [26]	16.05	3.65	19.70	0.00
Cottonwood	9.58	0.00	9.58	12.55	1.10	13.65 [27]	4.07
Crow Wing	15.15	0.70	15.85 [26]	13.73	3.25	16.98	1.13
Dakota	17.36	4.62	21.98 [24]	17.96	4.62	22.58	0.60
Douglas	9.00	0.00	9.00	14.12	1.35	15.47	6.47
Faribault	15.52	1.20	16.72 [26]	14.22	3.50	17.72	1.00
Freeborn	15.52	1.20	16.72 [26]	15.62	2.10	17.72	1.00
Grant	9.00	0.00	9.00	14.12	1.35	15.47	6.47
Hennepin	17.36	4.62	21.98 [24]	17.96	4.62	22.58	0.60
Isanti	17.36	4.62	21.98 [24]	17.96	4.62	22.58	0.60
Jackson	9.58	0.00	9.58	12.55	1.10	13.65 [27]	4.07
Kandiyohi	8.54	0.00	8.54	12.00	0.00	12.00	3.46
Kittson	12.10	1.00	13.10	10.85	2.45	13.30 [25]	0.20
Lac Qui Parle	8.54	0.00	8.54	6.50	0.00	6.50	-2.04
Lincoln	9.58	0.00	9.58	8.25	0.74	8.99	-0.59
Lk of the Wds	14.35	0.70	15.05 [28]	14.29	3.05	17.34	2.29
Lyon	9.58	0.00	9.58	8.25	0.74	8.99	-0.59
Marshall	12.10	1.00	13.10	10.85	2.45	13.30 [25]	0.20
Martin	9.58	0.00	9.58	12.55	1.10	13.65 [27]	4.07
Meeker	8.54	0.00	8.54	15.00	0.00	15.00	6.46
Morrison	14.93	1.50	16.43	14.18	2.25	16.43	0.00
Mower	16.72	0.00	16.72 [26]	15.62	2.10	17.72	1.00
Murray	9.58	0.00	9.58	12.55	1.10	13.65 [27]	4.07
Nobles	9.58	0.00	9.58	12.55	1.10	13.65 [27]	4.07
Otter Tail	9.00	0.00	9.00	10.00	0.00	10.00	1.00
Pennington	12.10	1.00	13.10	10.85	2.45	13.30 [25]	0.20
Pipestone	9.58	0.00	9.58	8.25	0.74	8.99	-0.59
Pope	9.00	0.00	9.00	14.12	1.35	15.47	6.47
Ramsey	17.36	4.62	21.98 [24]	17.96	4.62	22.58	0.60
Red Lake	12.10	1.00	13.10	10.85	2.45	13.30 [25]	0.20

TABLE 24. COMMERCIAL CONSTRUCTION  
Classification 404: Carpenter  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Redwood	9.58	0.00	9.58	13.50	0.00	13.50	3.92
Renville	8.54	0.00	8.54	13.50	0.00	13.50 [27]	4.96
Rice	13.15	3.60	16.75 [26]	14.45	3.50	17.95	1.20
Rock	9.58	0.00	9.58	7.00	0.80	7.80	-1.78
Roseau	12.10	1.00	13.10	10.85	2.45	13.30 [25]	0.20
Stearns	14.93	1.50	16.43 [29]	14.18	2.25	16.43	0.00
Stevens	6.63	0.00	6.63 [30]	14.12	1.35	15.47	8.84
Swift	6.63	0.00	6.63 [30]	12.00	0.00	12.00	5.37
Todd	9.00	0.00	9.00	14.18	2.25	16.43	7.43
Wadena	15.15	0.70	15.85 [26]	10.60	3.50	14.10	-1.75
Washington	17.36	4.62	21.98 [24]	17.96	4.62	22.58	0.60
Watsonwan	9.58	0.00	9.58	12.15	1.10	13.25	3.67
Wilkin	9.00	0.00	9.00	10.00	0.00	10.00	1.00
Winona	15.32	1.40	16.72 [26]	8.00	0.00	8.00	-8.72
Yellow Med.	8.54	0.00	8.54	8.25	0.74	8.99	0.45

TABLE 25. COMMERCIAL CONSTRUCTION  
Classification 406: Cement mason

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	15.85	0.95	16.80	15.85	3.80	19.65	2.85
Anoka	17.03	2.52	19.55	18.18	3.97	22.15	2.60
Becker	16.05	2.65	18.70	15.90	2.80	18.70	0.00
Beltrami	16.05	2.65	18.70	15.90	2.80	18.70	0.00
Benton	16.39	2.56	18.95	15.39	3.56	18.95	0.00
Big Stone	7.37	0.00	7.37	8.50	1.00	9.50	2.13
Blue Earth	16.70	0.00	16.70	17.25	0.00	17.25	0.55
Carlton	15.85	0.95	16.80	15.85	3.80	19.65	2.85
Carver	17.03	2.52	19.55	18.18	3.97	22.15	2.60
Cass	16.05	2.65	18.70	15.90	2.80	18.70	0.00
Chippewa	7.75	0.00	7.75	12.45	1.30	13.75	6.00
Chisago	17.03	2.52	19.55	18.18	3.97	22.15	2.60
Clay	16.05	2.65	18.70	15.90	2.80	18.70	0.00
Clearwater	13.75	0.75	14.50	15.25	0.00	15.25	0.75
Cook	15.85	0.95	16.80	15.85	3.80	19.65	2.85
Cottonwood	10.60	0.00	10.60	13.95	0.00	13.95	3.35
Crow Wing	16.05	2.65	18.70	15.90	2.80	18.70	0.00
Dakota	17.03	2.52	19.55	18.18	3.97	22.15	2.60
Douglas	7.37	0.00	7.37	16.15	2.20	18.35	10.98
Faribault	13.79	2.40	16.19	10.85	0.91	11.76	-4.43
Hennepin	17.03	2.52	19.55	18.18	3.97	22.15	2.60
Hubbard	16.05	2.65	18.70	15.90	2.80	18.70	0.00
Itasca	15.20	0.95	16.15	15.25	1.35	16.60	0.45
Kandiyohi	7.75	0.00	7.75	12.45	1.30	13.75	6.00
Koochiching	16.05	2.65	18.70	15.90	2.80	18.70	0.00
Lac Qui Parle	7.75	0.00	7.75	8.50	1.00	9.50	1.75
Lake	15.85	0.95	16.80	15.85	3.80	19.65	2.85
Lincoln	10.60	0.00	10.60	11.00	0.00	11.00	0.40
Lk of the Wds	13.75	0.75	14.50	15.25	0.00	15.25	0.75
Lyon	10.60	0.00	10.60	11.00	0.00	11.00	0.40
Marshall	13.75	0.75	14.50	15.25	0.00	15.25	0.75
Martin	10.60	0.00	10.60	17.25	0.00	17.25	6.65
McLeod	17.03	2.52	19.55	15.39	3.56	18.95	-0.60
Meeker	7.75	0.00	7.75	15.39	3.56	18.95	11.20
Mille Lacs	17.03	2.52	19.55	16.20	2.80	19.00	-0.55
Morrison	17.85	0.50	18.35	16.15	2.20	18.35	0.00
Mower	16.95	2.30	19.25	10.25	1.10	11.35	-7.90
Murray	10.60	0.00	10.60	11.00	0.00	11.00	0.40
Nicollet	16.70	0.00	16.70	13.95	0.00	13.95	-2.75

TABLE 25. COMMERCIAL CONSTRUCTION  
Classification 406: Cement mason  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Nobles	10.60	0.00	10.60	11.00	0.00	11.00	0.40
Norman	13.75	0.75	14.50	15.25	0.00	15.25	0.75
Olmsted	17.10	0.00	17.10	17.30	0.00	17.30	0.20
Otter Tail	7.37	0.00	7.37	15.90	2.80	18.70	11.33
Pennington	13.75	0.75	14.50	15.25	0.00	15.25	0.75
Pipestone	10.60	0.00	10.60	11.00	0.00	11.00	0.40
Pope	7.37	0.00	7.37	15.39	3.56	18.95	11.58
Ramsey	17.03	2.52	19.55	18.18	3.97	22.15	2.60
Redwood	10.60	0.00	10.60	13.95	0.00	13.95	3.35
Renville	7.75	0.00	7.75	13.95	0.00	13.95	6.20
Rice	16.70	0.00	16.70	16.75	0.00	16.75	0.05
Rock	10.60	0.00	10.60	7.30	0.67	7.97	-2.63
Roseau	13.75	0.75	14.50	15.25	0.00	15.25	0.75
Scott	17.03	2.52	19.55	18.18	3.97	22.15	2.60
Sherburne	17.03	2.52	19.55	15.39	3.56	18.95	-0.60
Sibley	17.03	2.52	19.55	18.18	3.97	22.15	2.60
Stearns	16.39	2.56	18.95	15.39	3.56	18.95	0.00
Steele	16.70	0.00	16.70	13.00	1.10	14.10	-2.60
Stevens	8.50	0.00	8.50	8.50	1.00	9.50	1.00
Swift	8.50	0.00	8.50	8.50	1.00	9.50	1.00
Todd	7.37	0.00	7.37	16.15	2.20	18.35	10.98
Washington	17.03	2.52	19.55	18.18	3.97	22.15	2.60
Watsonwan	10.60	0.00	10.60	13.95	0.00	13.95	3.35
Wilkin	7.37	0.00	7.37	16.15	2.20	18.35	10.98
Winona	16.70	0.00	16.70	17.30	0.00	17.30	0.60
Wright	17.03	2.52	19.55	8.50	0.00	8.50	-11.05

TABLE 26. COMMERCIAL CONSTRUCTION  
Classification 407: Electrician

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	19.53	4.05	23.57 [31]	18.19	6.54	24.73	1.16
Becker	13.30	3.30	16.60 [32]	13.30	3.75	17.05	0.45
Beltrami	17.60	6.07	23.67 [33]	13.50	4.90	18.40	-5.27
Benton	14.06	4.30	18.36 [34]	14.76	5.09	19.85 [35]	1.49
Big Stone	9.08	2.09	11.17	14.76	5.06	19.82 [35]	8.65
Blue Earth	17.60	4.30	21.90 [34]	14.36	4.49	18.85 [35]	-3.05
Carlton	19.53	4.05	23.57 [31]	18.19	6.55	24.74	1.17
Carver	19.18	6.62	25.80 [36]	19.66	7.08	26.74	0.94
Chippewa	11.75	3.50	15.25	14.76	5.09	19.85 [35]	4.60
Chisago	17.50	6.70	24.20 [37]	18.40	8.13	26.53	2.33
Clay	13.30	3.30	16.60 [32]	13.30	3.75	17.05	0.45
Clearwater	17.60	6.07	23.67 [33]	16.97	5.86	22.83 [38]	-0.84
Cook	19.53	4.05	23.57 [31]	18.19	6.55	24.74	1.17
Cottonwood	10.85	1.41	12.26	10.75	2.56	13.31	1.05
Crow Wing	19.53	4.05	23.57 [31]	18.19	6.54	24.73	1.16
Dakota	17.50	6.70	24.20 [37]	18.40	8.13	26.53	2.33
Dodge	13.33	4.20	17.53 [34]	13.68	4.40	18.08 [35]	0.55
Douglas	9.08	2.09	11.17	13.30	3.75	17.05	5.88
Faribault	17.60	4.30	21.90 [34]	14.36	4.49	18.85 [35]	-3.05
Freeborn	13.33	4.20	17.53 [34]	13.68	4.40	18.08 [35]	0.55
Grant	9.08	2.09	11.17	13.30	3.75	17.05	5.88
Hennepin	19.18	6.62	25.80 [36]	19.66	7.08	26.74	0.94
Isanti	17.50	6.70	24.20 [37]	18.40	8.13	26.53	2.33
Jackson	10.85	1.41	12.26	14.36	4.49	18.85 [35]	6.59
Kandiyohi	11.75	3.50	15.25	14.76	5.09	19.85 [35]	4.60
Koochiching	17.60	6.07	23.67 [33]	17.72	6.12	23.84 [39]	0.17
Lac Qui Parle	11.75	3.50	15.25	14.36	4.49	18.85 [35]	3.60
Lake	19.53	4.05	23.57 [31]	18.19	6.55	24.74	1.17
Lincoln	10.85	1.41	12.26	10.75	2.56	13.31	1.05
Lk of the Wds	17.60	6.07	23.67 [33]	17.72	6.12	23.84 [39]	0.17
Lyon	10.85	1.41	12.26	10.75	2.56	13.31	1.05
Mahnomen	13.30	3.30	16.60 [32]	13.30	3.75	17.05	0.45
Marshall	13.30	3.30	16.60 [32]	13.30	3.75	17.05	0.45
Martin	10.85	1.41	12.26	14.36	4.49	18.85 [35]	6.59
McLeod	14.06	4.29	18.35 [35]	14.76	5.09	19.85 [35]	1.50
Meecker	11.75	3.50	15.25	14.76	5.09	19.85 [35]	4.60
Morrison	19.53	4.05	23.57 [31]	13.88	5.69	19.57	-4.00
Mower	13.33	4.20	17.53 [34]	13.68	4.40	18.08 [35]	0.55
Murray	10.85	1.41	12.26	10.75	2.56	13.31	1.05

TABLE 26. COMMERCIAL CONSTRUCTION  
Classification 407: Electrician  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Nicollet	14.06	4.29	18.35 [34]	9.00	2.18	11.18	-7.17
Nobles	10.85	1.41	12.26	13.40	3.75	17.15	4.89
Norman	13.30	3.30	16.60 [32]	13.30	3.75	17.05	0.45
Olmsted	14.06	4.30	18.36 [34]	13.68	4.40	18.08 [35]	-0.28
Otter Tail	9.08	2.09	11.17	13.30	3.75	17.05	5.88
Pennington	13.30	3.30	16.60 [32]	13.30	3.75	17.05	0.45
Pipestone	10.85	1.41	12.26	10.75	2.56	13.31	1.05
Polk	13.30	3.30	16.60 [32]	13.30	3.75	17.05	0.45
Pope	9.08	2.09	11.17	14.76	5.09	19.85 [35]	8.68
Ramsey	17.50	6.70	24.20 [37]	18.40	8.13	26.53	2.33
Red Lake	13.30	3.30	16.60 [32]	13.30	3.75	17.05	0.45
Redwood	10.85	1.41	12.26	12.26	2.56	14.82	2.56
Renville	11.75	3.50	15.25	9.00	2.18	11.18	-4.07
Rice	17.50	6.70	24.20 [37]	18.40	8.13	26.53	2.33
Rock	10.85	1.41	12.26	10.75	2.56	13.31	1.05
Roseau	13.30	3.30	16.60 [32]	13.30	3.75	17.05	0.45
Scott	19.18	6.62	25.80 [36]	19.66	7.08	26.74	0.94
Sibley	14.06	4.29	18.35 [34]	14.36	4.49	18.85 [35]	0.50
Stearns	14.06	4.30	18.36 [34]	14.76	5.09	19.85 [35]	1.49
Steele	13.33	4.20	17.53 [34]	13.68	4.40	18.08 [35]	0.55
Stevens	8.50	0.83	9.33	14.76	5.09	19.85 [35]	10.52
Swift	8.50	0.83	9.33	14.76	5.09	19.85 [35]	10.52
Todd	9.08	2.09	11.17	13.88	5.69	19.57	8.40
Traverse	9.08	2.09	11.17	13.30	3.75	17.05	5.88
Wabasha	13.33	4.20	17.53 [34]	13.68	4.40	18.08 [35]	0.55
Wadena	19.53	4.05	23.57 [31]	18.19	6.54	24.73	1.16
Waseca	14.06	4.29	18.35 [34]	14.36	4.49	18.85 [35]	0.50
Washington	17.50	6.70	24.20 [37]	18.40	8.13	26.53	2.33
Watonwan	10.85	1.41	12.26	14.36	4.49	18.85 [35]	6.59
Wilkin	9.08	2.09	11.17	13.30	3.75	17.05	5.88
Yellow Med.	11.75	3.50	15.25	14.36	4.49	18.85 [35]	3.60

TABLE 27. COMMERCIAL CONSTRUCTION  
Classification 409: Glazier

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	16.44	3.06	19.50	17.41	4.99	22.40	2.90
Benton	11.47	0.00	11.47 [40]	12.22	0.90	13.12	1.65
Carver	16.44	3.06	19.50	17.41	4.99	22.40	2.90
Chisago	16.44	3.06	19.50	17.41	4.99	22.40	2.90
Dakota	16.44	3.06	19.50	17.41	4.99	22.40	2.90
Hennepin	16.44	3.06	19.50	17.41	4.99	22.40	2.90
Isanti	16.44	3.06	19.50	12.22	0.90	13.12	-6.38
Itasca	15.75	2.70	18.45 [41]	10.60	0.58	11.18	-7.27
Koochiching	15.75	2.70	18.45 [41]	10.60	0.58	11.18	-7.27
McLeod	16.44	3.06	19.50	17.41	4.99	22.40	2.90
Ramsey	16.44	3.06	19.50	17.41	4.99	22.40	2.90
Scott	16.44	3.06	19.50	17.41	4.99	22.40	2.90
Stearns	11.47	0.00	11.47 [40]	12.22	0.90	13.12	1.65
St. Louis	15.75	2.70	18.45 [41]	10.60	0.58	11.18	-7.27
Washington	16.44	3.06	19.50	17.41	4.99	22.40	2.90
Wright	16.44	3.06	19.50	17.41	4.99	22.40	2.90

TABLE 28. COMMERCIAL CONSTRUCTION  
Classification 410: Lather

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	17.95	4.66	22.61	17.70	4.91	22.61	0.00
Chisago	17.95	4.66	22.61	17.70	4.91	22.61	0.00
Dakota	17.95	4.66	22.61	17.70	4.91	22.61	0.00
Dodge	17.95	4.66	22.61	17.69	3.01	20.70	-1.91
Hennepin	17.95	4.66	22.61	17.70	4.91	22.61	0.00
Isanti	17.95	4.66	22.61	17.70	4.91	22.61	0.00
Mower	18.69	1.51	20.20	17.69	3.01	20.70	0.50
Olmsted	18.69	1.51	20.20	17.69	3.01	20.70	0.50
Ramsey	17.95	4.66	22.61	17.70	4.91	22.61	0.00
Sherburne	17.95	4.66	22.61	17.70	4.91	22.61	0.00
Washington	17.95	4.66	22.61	17.70	4.91	22.61	0.00
Winona	17.95	4.66	22.61	17.69	3.01	20.70	-1.91
Wright	17.95	4.66	22.61	17.70	4.91	22.61	0.00

TABLE 29. COMMERCIAL CONSTRUCTION  
Classification 412: Ironworker

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	17.17	5.10	22.27	16.67	5.60	22.27	0.00
Anoka	19.05	5.14	24.19	19.05	5.14	24.19	0.00
Becker	17.17	5.10	22.27	16.67	5.60	22.27	0.00
Beltrami	17.17	5.10	22.27	16.67	5.60	22.27	0.00
Carlton	17.17	5.10	22.27	16.67	5.60	22.27	0.00
Carver	19.05	5.14	24.19	19.05	5.14	24.19	0.00
Cass	17.17	5.10	22.27	16.67	5.60	22.27	0.00
Chisago	19.05	5.14	24.19	19.05	5.14	24.19	0.00
Clay	15.13	3.16	18.29	15.58	3.16	18.74	0.45
Cook	17.17	5.10	22.27	16.67	5.60	22.27	0.00
Dakota	19.05	5.14	24.19	19.05	5.14	24.19	0.00
Goodhue	19.05	5.14	24.19	19.30	4.89	24.19	0.00
Hennepin	19.05	5.14	24.19	19.05	5.14	24.19	0.00
Isanti	19.05	5.14	24.19	19.05	5.14	24.19	0.00
Itasca	17.17	5.10	22.27	16.67	5.60	22.27	0.00
Koochiching	17.17	5.10	22.27	16.67	5.60	22.27	0.00
Lake	17.17	5.10	22.27	16.67	5.60	22.27	0.00
Le Sueur	19.05	5.14	24.19	19.30	4.89	24.19	0.00
McLeod	19.05	5.14	24.19	10.00	0.00	10.00	-14.19
Morrison	19.05	5.14	24.19	19.05	5.14	24.19	0.00
Norman	17.17	5.10	22.27	15.58	3.16	18.74	-3.53
Olmsted	19.05	5.14	24.19	15.25	1.21	16.46	-7.73
Ramsey	19.05	5.14	24.19	19.05	5.14	24.19	0.00
Rice	19.05	5.14	24.19	19.30	4.89	24.19	0.00
Scott	19.05	5.14	24.19	19.05	5.14	24.19	0.00
Sherburne	19.05	5.14	24.19	19.05	5.14	24.19	0.00
Sibley	19.05	5.14	24.19	19.30	4.89	24.19	0.00
St. Louis	17.17	5.10	22.27	16.67	5.60	22.27	0.00
Wabasha	19.05	5.14	24.19	15.25	1.21	16.46	-7.73
Washington	19.05	5.14	24.19	19.05	5.14	24.19	0.00
Winona	19.05	5.14	24.19	15.25	1.21	16.46	-7.73
Wright	19.05	5.14	24.19	19.05	5.14	24.19	0.00

TABLE 30. COMMERCIAL CONSTRUCTION  
Classification 415: Painter

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	14.30	2.11	16.41 [42]	14.55	2.51	17.06	0.65
Anoka	18.71	2.96	21.67 [43]	18.21	3.46	21.67	0.00
Beltrami	14.30	2.11	16.41 [42]	14.55	2.51	17.06	0.65
Blue Earth	11.00	2.40	13.40 [44]	13.00	2.44	15.44	2.04
Carlton	16.11	2.93	19.04 [42]	17.56	3.08	20.64	1.60
Carver	18.71	2.96	21.67 [43]	18.21	3.46	21.67	0.00
Cass	14.30	2.11	16.41 [42]	14.55	2.51	17.06	0.65
Chippewa	9.00	0.00	9.00 [45]	8.00	0.60	8.60	-0.40
Clearwater	14.30	2.11	16.41 [42]	14.55	2.51	17.06	0.65
Cottonwood	8.88	0.00	8.88 [45]	13.00	2.44	15.44	6.56
Dakota	17.36	3.63	20.99 [46]	17.76	3.93	21.69	0.70
Dodge	17.20	1.88	19.08 [44]	17.20	1.89	19.09	0.01
Faribault	11.00	2.40	13.40 [44]	13.00	2.44	15.44	2.04
Freeborn	11.00	2.40	13.40 [44]	13.00	2.44	15.44	2.04
Goodhue	17.20	1.88	19.08 [44]	17.20	1.89	19.09	0.01
Hennepin	18.71	2.96	21.67 [43]	18.21	3.46	21.67	0.00
Hubbard	14.30	2.11	16.41 [42]	14.55	2.51	17.06	0.65
Itasca	16.11	2.93	19.04 [42]	17.56	3.08	20.64	1.60
Kandiyohi	9.00	0.00	9.00 [45]	8.00	0.60	8.60	-0.40
Koochiching	16.11	2.93	19.04 [42]	17.56	3.08	20.64	1.60
Lake	16.11	2.93	19.04 [42]	17.56	3.08	20.64	1.60
Le Sueur	12.50	2.40	14.90 [47]	13.00	2.44	15.44	0.54
Lincoln	8.88	0.00	8.88 [45]	13.00	2.44	15.44	6.56
Lk of the Wds	14.30	2.11	16.41 [42]	14.55	2.51	17.06	0.65
Lyon	8.88	0.00	8.88 [45]	13.00	2.44	15.44	6.56
Marshall	11.70	0.77	12.47 [45]	11.45	0.25	11.70	-0.77
Martin	8.88	0.00	8.88 [45]	13.00	2.44	15.44	6.56
McLeod	18.71	2.96	21.67 [43]	18.21	3.46	21.67	0.00
Meeker	9.00	0.00	9.00 [45]	8.00	0.60	8.60	-0.40
Mower	17.20	1.88	19.08 [44]	17.20	1.89	19.09	0.01
Murray	8.88	0.00	8.88 [45]	12.50	2.44	14.94	6.06
Nicollet	12.50	2.40	14.90 [47]	13.00	2.44	15.44	0.54
Olmsted	17.20	1.88	19.08 [44]	17.20	1.89	19.09	0.01
Pennington	11.70	0.77	12.47 [45]	11.45	0.25	11.70	-0.77
Pipestone	8.88	0.00	8.88 [45]	13.00	2.44	15.44	6.56
Pope	6.94	0.00	6.94 [45]	8.00	0.60	8.60	1.66
Ramsey	17.36	3.63	20.99 [46]	17.76	3.93	21.69	0.70
Redwood	8.88	0.00	8.88 [45]	13.00	2.44	15.44	6.56
Renville	9.00	0.00	9.00 [45]	13.00	2.44	15.44	6.44

TABLE 30. COMMERCIAL CONSTRUCTION  
Classification 415: Painter  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Rice	12.50	2.40	14.90 [47]	13.00	2.44	15.44	0.54
Roseau	11.70	0.77	12.47 [45]	11.45	0.25	11.70	-0.77
Scott	18.71	2.96	21.67 [43]	18.21	3.46	21.67	0.00
Sibley	12.50	2.40	14.90 [47]	13.00	2.44	15.44	0.54
Stearns	13.33	2.11	15.44 [42]	8.00	0.60	8.60	-6.84
Steele	12.50	2.40	14.90 [47]	13.00	2.44	15.44	0.54
St. Louis	16.11	2.93	19.04 [42]	17.56	3.08	20.64	1.60
Swift	8.00	0.00	8.00 [45]	8.00	0.60	8.60	0.60
Wabasha	17.20	1.88	19.08 [44]	17.20	1.89	19.09	0.01
Waseca	12.50	2.40	14.90 [47]	13.00	2.44	15.44	0.54
Washington	17.36	3.63	20.99 [46]	17.76	3.93	21.69	0.70
Watsonwan	8.88	0.00	8.88 [45]	13.00	2.44	15.44	6.56
Winona	17.20	1.88	19.08 [44]	17.20	1.89	19.09	0.01
Wright	18.71	2.96	21.67 [43]	18.21	3.46	21.67	0.00
Yellow Med.	9.00	0.00	9.00 [45]	13.00	2.44	15.44	6.44

TABLE 31. COMMERCIAL CONSTRUCTION  
Classification 416: Piledriverman

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	17.36	4.62	21.98 [49]	17.76	4.82	22.58	0.60
Carver	17.36	4.62	21.98 [49]	17.76	4.82	22.58	0.60
Chisago	17.36	4.62	21.98 [49]	17.76	4.82	22.58	0.60
Dakota	17.36	4.62	21.98 [49]	17.76	4.82	22.58	0.60
Hennepin	17.36	4.62	21.98 [49]	17.76	4.82	22.58	0.60
Ramsey	17.36	4.62	21.98 [49]	17.76	4.82	22.58	0.60
Washington	17.36	4.62	21.98 [49]	17.76	4.82	22.58	0.60

TABLE 32. COMMERCIAL CONSTRUCTION  
Classification 417: Pipefitter/steamfitter

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates	
	Base	Fringe	Total	Base	Fringe	Total		
Aitkin	17.83	2.96	20.79	17.03	3.76	20.79	0.00	
Anoka	20.00	5.46	25.46	17.64	7.81	25.45	-0.01	
Becker	17.83	2.96	20.79	17.03	3.76	20.79	0.00	
Beltrami	17.83	2.96	20.79	17.03	3.76	20.79	0.00	
Benton	16.33	3.86	20.19	15.73	4.86	20.59	0.40	
Blue Earth	17.17	3.08	20.25	[50]	16.67	3.58	20.25	0.00
Carlton	17.06	4.55	21.61	18.31	5.25	23.56	1.95	
Carver	20.00	5.46	25.46	17.64	7.81	25.45	-0.01	
Chisago	17.04	7.60	24.64	17.04	8.21	25.25	0.61	
Clearwater	17.83	2.96	20.79	17.03	3.76	20.79	0.00	
Crow Wing	17.83	2.96	20.79	17.03	3.76	20.79	0.00	
Dakota	17.64	7.60	25.24	17.04	8.21	25.25	0.01	
Dodge	19.06	3.40	22.46	[51]	21.11	3.65	24.76	2.30
Faribault	19.06	3.40	22.46	[50]	21.11	3.65	24.76	2.30
Freeborn	19.06	3.40	22.46	[50]	21.11	3.65	24.76	2.30
Hennepin	20.00	5.46	25.46	17.64	7.81	25.45	-0.01	
Hubbard	17.83	2.96	20.79	17.03	3.76	20.79	0.00	
Isanti	20.00	5.46	25.46	17.64	7.81	25.45	-0.01	
Itasca	16.80	5.47	22.27	[52]	19.43	4.07	23.50	1.23
Koochiching	19.37	3.80	23.17	[53]	19.37	4.67	24.04	0.87
Le Sueur	17.17	3.08	20.25		16.67	3.58	20.25	0.00
Lk of the Wds	17.83	2.96	20.79	17.03	3.76	20.79	0.00	
Mahnomen	17.83	2.96	20.79	17.03	3.76	20.79	0.00	
Marshall	17.83	2.96	20.79	17.03	3.76	20.79	0.00	
McLeod	20.00	5.46	25.46	17.64	7.81	25.45	-0.01	
Mille Lacs	20.00	5.46	25.46	17.64	7.81	25.45	-0.01	
Morrison	16.33	3.86	20.19	15.73	4.86	20.59	0.40	
Mower	19.06	3.40	22.46	[50]	21.11	3.65	24.76	2.30
Nicollet	17.17	3.08	20.25		16.67	3.58	20.25	0.00
Norman	17.83	2.96	20.79		17.03	3.76	20.79	0.00
Olmsted	19.06	3.40	22.46	[50]	21.11	3.65	24.76	2.30
Pennington	17.83	2.96	20.79		17.03	3.76	20.79	0.00
Pine	17.06	4.55	21.61		17.04	8.21	25.25	3.64
Ramsey	17.64	7.60	25.24		17.04	8.21	25.25	0.01
Rice	19.06	3.40	22.46	[51]	21.11	3.65	24.76	2.30
Roseau	17.83	2.96	20.79		17.03	3.76	20.79	0.00
Scott	20.00	5.46	25.46		17.64	7.81	25.45	-0.01
Sibley	17.17	3.08	20.25		16.67	3.58	20.25	0.00
Stearns	16.33	3.86	20.19		15.73	4.86	20.59	0.40

TABLE 32. COMMERCIAL CONSTRUCTION  
Classification 417: Pipefitter/steamfitter  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates	
	Base	Fringe	Total	Base	Fringe	Total		
Steele	19.06	3.40	22.46	[51]	21.11	3.65	24.76	2.30
Wabasha	19.06	3.40	22.46	[51]	21.11	3.65	24.76	2.30
Wadena	17.83	2.96	20.79		17.03	3.76	20.79	0.00
Waseca	19.06	3.40	22.46	[51]	21.11	3.65	24.76	2.30
Washington	17.64	7.60	25.24		17.04	8.21	25.25	0.01
Winona	15.25	3.40	18.65	[54]	16.41	1.04	17.45	-1.20
Wright	20.00	5.46	25.46		17.64	7.81	25.45	-0.01

TABLE 33. COMMERCIAL CONSTRUCTION  
Classification 418: Plasterer

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	15.50	1.50	17.00	16.35	3.80	20.15	3.15
Benton	15.70	1.75	17.45	16.70	1.75	18.45	1.00
Blue Earth	16.75	0.01	16.76	10.25	0.00	10.25	-6.51
Carlton	15.50	1.50	17.00	16.35	3.80	20.15	3.15
Carver	15.90	4.22	20.12	16.95	5.77	22.72	2.60
Cook	15.50	1.50	17.00	16.35	3.80	20.15	3.15
Dakota	17.40	4.22	21.62	16.50	5.72	22.22	0.60
Hennepin	15.90	4.22	20.12	16.95	5.77	22.72	2.60
Itasca	12.95	0.40	13.35	16.50	1.25	17.75	4.40
Kittson	13.75	0.75	14.50	17.10	0.00	17.10	2.60
Lake	15.50	1.50	17.00	16.35	3.80	20.15	3.15
Lk of the Wds	13.75	0.75	14.50	17.10	0.00	17.10	2.60
Mahnomen	13.75	0.75	14.50	15.50	0.00	15.50	1.00
Marshall	13.75	0.75	14.50	15.50	0.00	15.50	1.00
Norman	13.75	0.75	14.50	15.50	0.00	15.50	1.00
Pennington	13.75	0.75	14.50	15.50	0.00	15.50	1.00
Polk	13.75	0.75	14.50	15.50	0.00	15.50	1.00
Ramsey	17.40	4.22	21.62	16.50	5.72	22.22	0.60
Red Lake	13.75	0.75	14.50	15.50	0.00	15.50	1.00
Rice	16.70	0.00	16.70	10.25	0.00	10.25	-6.45
Roseau	13.75	0.75	14.50	17.10	0.00	17.10	2.60
Scott	15.90	4.22	20.12	16.95	5.77	22.72	2.60
Sherburne	15.90	4.22	20.12	16.95	5.77	22.72	2.60
Stearns	15.90	4.22	20.12	16.70	1.75	18.45	-1.67
Steele	16.70	0.00	16.70	10.25	0.00	10.25	-6.45
Washington	15.90	4.22	20.12	16.50	5.72	22.22	2.10
Wright	15.90	4.22	20.12	16.95	5.77	22.72	2.60

TABLE 34. COMMERCIAL CONSTRUCTION  
Classification 419: Plumber

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	17.83	2.96	20.79	17.03	3.76	20.79	0.00
Anoka	15.93	8.32	24.25	16.15	8.68	24.83	0.58
Becker	17.83	2.96	20.79	17.03	3.76	20.79	0.00
Beltrami	17.83	2.96	20.79	17.03	3.76	20.79	0.00
Benton	16.33	3.86	20.19	15.73	4.86	20.59	0.40
Blue Earth	17.17	3.08	20.25	16.67	3.58	20.25	0.00
Carlton	17.06	4.55	21.61	18.31	5.25	23.56	1.95
Carver	15.93	8.32	24.25	16.15	8.68	24.83	0.58
Chippewa	14.88	4.36	19.24	15.73	4.86	20.59	1.35
Chisago	18.02	6.12	24.14	18.56	6.46	25.02	0.88
Clearwater	17.83	2.96	20.79	17.03	3.76	20.79	0.00
Cottonwood	13.54	2.52	16.06	16.67	3.58	20.25	4.19
Crow Wing	17.83	2.96	20.79	17.03	3.76	20.79	0.00
Dakota	18.02	6.12	24.14	18.56	6.46	25.02	0.88
Dodge	19.06	3.40	22.46	21.11	3.65	24.76	2.30
Douglas	11.59	0.00	11.59	17.83	2.96	20.79	9.20
Faribault	19.06	3.40	22.46	21.11	3.65	24.76	2.30
Freeborn	19.06	3.40	22.46	21.11	3.65	24.76	2.30
Grant	11.59	0.00	11.59	17.83	2.96	20.79	9.20
Hennepin	15.93	8.32	24.25	16.15	8.68	24.83	0.58
Hubbard	17.83	2.96	20.79	17.03	3.76	20.79	0.00
Isanti	15.93	8.32	24.25	16.15	8.68	24.83	0.58
Itasca	16.80	5.47	22.27	19.43	4.07	23.50	1.23
Jackson	13.54	2.52	16.06	16.67	3.58	20.25	4.19
Kandiyohi	14.88	4.36	19.24	15.73	4.86	20.59	1.35
Koochiching	19.37	3.80	23.17	19.37	4.67	24.04	0.87
Le Sueur	17.17	3.08	20.25	16.67	3.58	20.25	0.00
Lincoln	13.54	2.52	16.06	15.00	0.50	15.50	-0.56
Lk of the Wds	17.83	2.96	20.79	17.03	3.76	20.79	0.00
Lyon	13.54	2.52	16.06	15.00	0.50	15.50	-0.56
Mahnomen	17.83	2.96	20.79	17.03	3.76	20.79	0.00
Marshall	17.83	2.96	20.79	17.03	3.76	20.79	0.00
Martin	13.54	2.52	16.06	16.67	3.58	20.25	4.19
McLeod	15.93	8.32	24.25	16.15	8.68	24.83	0.58
Meeker	14.88	4.36	19.24	15.73	4.86	20.59	1.35
Mille Lacs	15.93	8.32	24.25	16.15	8.68	24.83	0.58
Morrison	16.33	3.86	20.19	15.73	4.86	20.59	0.40
Mower	19.06	3.40	22.46	21.11	3.65	24.76	2.30
Murray	13.54	2.52	16.06	16.67	3.58	20.25	4.19

TABLE 34. COMMERCIAL CONSTRUCTION  
Classification 419: Plumber  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Nicollet	17.17	3.08	20.25	16.67	3.58	20.25	0.00
Nobles	13.54	2.52	16.06	16.67	3.58	20.25	4.19
Norman	17.83	2.96	20.79	17.03	3.76	20.79	0.00
Olmsted	19.06	3.40	22.46	21.11	3.65	24.76	2.30
Otter Tail	11.59	0.00	11.59	17.03	3.76	20.79	9.20
Pennington	17.83	2.96	20.79	17.03	3.76	20.79	0.00
Pine	17.06	4.55	21.61	17.06	4.90	21.96	0.35
Pipestone	13.54	2.52	16.06	15.00	0.50	15.50	-0.56
Pope	11.59	0.00	11.59	15.73	4.86	20.59	9.00
Ramsey	18.02	6.12	24.14	18.56	6.46	25.02	0.88
Redwood	13.54	2.52	16.06	16.67	3.58	20.25	4.19
Renville	10.25	0.00	10.25	16.67	3.58	20.25	10.00
Rice	19.06	3.40	22.46	21.11	3.65	24.76	2.30
Roseau	17.83	2.96	20.79	17.03	3.76	20.79	0.00
Scott	15.93	8.32	24.25	16.15	8.68	24.83	0.58
Sibley	17.17	3.08	20.25	16.67	3.58	20.25	0.00
Stearns	16.33	3.86	20.19	15.73	4.86	20.59	0.40
Steele	19.06	3.40	22.46	12.85	1.55	14.40	-8.06
Stevens	8.62	0.45	9.07	15.73	4.86	20.59	11.52
Swift	8.62	0.45	9.07	15.73	4.86	20.59	11.52
Todd	11.59	0.00	11.59	15.73	4.86	20.59	9.00
Traverse	11.59	0.00	11.59	17.83	2.96	20.79	9.20
Wabasha	19.06	3.40	22.46	21.11	3.65	24.76	2.30
Wadena	17.83	2.96	20.79	17.03	3.76	20.79	0.00
Waseca	19.06	3.40	22.46	21.11	3.65	24.76	2.30
Washington	18.02	6.12	24.14	18.56	6.46	25.02	0.88
Watsonwan	13.54	2.52	16.06	16.67	3.58	20.25	4.19
Wilkin	11.59	0.00	11.59	17.03	3.76	20.79	9.20
Winona	15.25	3.40	18.65	16.41	1.09	17.50	-1.15
Wright	15.93	8.32	24.25	16.15	8.68	24.83	0.58

TABLE 35. COMMERCIAL CONSTRUCTION  
Classification 420: Roofer

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	15.83	1.87	17.70	17.13	2.02	19.15	1.45
Anoka	18.18	3.57	21.75	18.68	3.67	22.35	0.60
Beltrami	10.72	1.57	12.29	7.00	0.00	7.00	-5.29
Benton	15.83	1.87	17.70	17.13	2.02	19.15	1.45
Big Stone	9.78	0.00	9.78	10.00	1.32	11.32	1.54
Blue Earth	13.97	1.52	15.49	14.47	1.67	16.14	0.65
Carlton	16.03	1.92	17.95	17.88	2.17	20.05	2.10
Carver	18.18	3.57	21.75	11.50	1.14	12.64	-9.11
Cass	15.83	1.87	17.70	17.13	2.02	19.15	1.45
Chippewa	10.00	0.00	10.00	11.50	1.05	12.55	2.55
Chisago	18.18	3.57	21.75	18.68	3.67	22.35	0.60
Clearwater	10.72	1.57	12.29	7.00	0.00	7.00	-5.29
Cook	16.03	1.92	17.95	17.88	2.17	20.05	2.10
Cottonwood	8.50	0.50	9.00	10.50	0.63	11.13	2.13
Crow Wing	14.65	2.02	16.67	15.06	2.47	17.53	0.86
Dakota	18.18	3.57	21.75	18.68	3.67	22.35	0.60
Dodge	13.97	1.52	15.49	14.47	1.67	16.14	0.65
Douglas	9.78	0.00	9.78	17.13	2.02	19.15	9.37
Faribault	12.57	1.52	14.09	13.02	1.67	14.69	0.60
Freeborn	12.57	1.52	14.09	13.02	1.67	14.69	0.60
Goodhue	18.18	3.57	21.75	18.68	3.67	22.35	0.60
Hennepin	18.18	3.57	21.75	18.68	3.67	22.35	0.60
Itasca	14.23	1.57	15.80	14.48	1.62	16.10	0.30
Jackson	8.50	0.50	9.00	15.27	1.64	16.91	7.91
Kandiyohi	10.00	0.00	10.00	11.50	1.05	12.55	2.55
Koochiching	14.23	1.57	15.80	14.48	1.62	16.10	0.30
Lac Qui Parle	10.00	0.00	10.00	10.00	1.32	11.32	1.32
Lake	16.03	1.92	17.95	17.88	2.17	20.05	2.10
Le Sueur	13.97	1.52	15.49	12.50	5.43	17.93	2.44
Lincoln	8.50	0.50	9.00	15.27	1.64	16.91	7.91
Lk of the Wds	10.72	1.57	12.29	10.97	1.62	12.59	0.30
Lyon	8.50	0.50	9.00	15.27	1.64	16.91	7.91
Marshall	12.50	0.00	12.50	7.00	0.00	7.00	-5.50
Martin	8.50	0.50	9.00	15.27	1.64	16.91	7.91
McLeod	18.18	3.57	21.75	19.11	1.14	20.25	-1.50
Meeker	10.00	0.00	10.00	11.50	1.05	12.55	2.55
Mille Lacs	15.83	1.87	17.70	11.50	1.05	12.55	-5.15
Morrison	15.83	1.87	17.70	17.13	2.02	19.15	1.45
Mower	12.57	1.52	14.09	13.02	1.67	14.69	0.60

TABLE 35. COMMERCIAL CONSTRUCTION  
Classification 420: Roofer  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Murray	8.50	0.50	9.00	15.27	1.64	16.91	7.91
Nicollet	13.97	1.52	15.49	14.47	1.67	16.14	0.65
Nobles	8.50	0.50	9.00	10.50	0.63	11.13	2.13
Olmsted	13.97	1.52	15.49	14.47	1.67	16.14	0.65
Otter Tail	9.78	0.00	9.78	10.97	1.62	12.59	2.81
Pennington	12.50	0.00	12.50	7.00	0.00	7.00	-5.50
Pine	16.03	1.92	17.95	17.88	2.17	20.05	2.10
Pipestone	8.50	0.50	9.00	15.27	1.64	16.91	7.91
Polk	12.50	0.00	12.50	7.00	0.00	7.00	-5.50
Pope	9.78	0.00	9.78	17.13	2.02	19.15	9.37
Ramsey	18.18	3.57	21.75 [58]	18.68	3.67	22.35	0.60
Red Lake	12.50	0.00	12.50	7.00	0.00	7.00	-5.50
Redwood	8.50	0.50	9.00	13.25	1.52	14.77	5.77
Renville	10.00	0.00	10.00	13.25	1.40	14.65	4.65
Rice	18.18	3.57	21.75 [58]	18.68	3.67	22.35	0.60
Scott	18.18	3.57	21.75 [58]	18.68	3.67	22.35	0.60
Sherburne	15.83	1.87	17.70	17.13	2.02	19.15	1.45
Sibley	18.18	3.57	21.75 [58]	16.73	1.92	18.65	-3.10
Stearns	15.83	1.87	17.70	17.13	2.02	19.15	1.45
Steele	13.97	1.52	15.49	14.47	1.67	16.14	0.65
Swift	6.80	0.00	6.80	11.50	1.05	12.55	5.75
Todd	9.78	0.00	9.78	17.13	2.02	19.15	9.37
Wabasha	18.18	3.57	21.75 [58]	18.68	3.67	22.35	0.60
Wadena	15.83	1.87	17.70	17.13	2.02	19.15	1.45
Waseca	13.97	1.52	15.49	14.47	1.67	16.14	0.65
Washington	18.18	3.57	21.75 [58]	18.68	3.67	22.35	0.60
Watonwan	8.50	0.50	9.00	13.25	1.52	14.77	5.77
Winona	13.97	1.52	15.49	14.47	1.67	16.14	0.65
Yellow Med.	10.00	0.00	10.00	13.77	1.32	15.09	5.09

TABLE 36. COMMERCIAL CONSTRUCTION  
Classification 421: Sheet metal worker

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	17.33	2.81	20.14 [60]	19.17	3.98	23.15	3.01
Anoka	19.42	4.63	24.05 [61]	20.05	5.20	25.25	1.20
Becker	17.22	3.48	20.70	16.73	4.43	21.16	0.46
Beltrami	12.39	3.48	15.87 [62]	13.95	4.48	18.43	2.56
Benton	17.22	3.48	20.70	16.73	4.40	21.13	0.43
Big Stone	11.94	2.48	14.42	13.31	3.39	16.70	2.28
Blue Earth	16.89	1.46	18.35	8.00	1.00	9.00	-9.35
Carlton	17.33	2.81	20.14 [60]	19.17	3.98	23.15	3.01
Carver	19.42	4.63	24.05 [61]	20.05	5.20	25.25	1.20
Cass	16.29	2.86	19.15	16.66	3.44	20.10	0.95
Chippewa	11.94	2.48	14.42	13.31	3.39	16.70	2.28
Chisago	19.42	4.63	24.05 [61]	20.05	5.20	25.25	1.20
Clay	13.43	3.13	16.56	13.43	3.19	16.62	0.06
Clearwater	12.39	3.48	15.87 [62]	13.95	4.48	18.43	2.56
Cook	17.33	2.81	20.14 [60]	19.17	3.98	23.15	3.01
Cottonwood	10.25	1.00	11.25	8.20	1.80	10.00	-1.25
Crow Wing	16.29	2.86	19.15	16.66	3.44	20.10	0.95
Dakota	19.42	4.63	24.05 [61]	20.05	5.20	25.25	1.20
Dodge	17.99	2.02	20.01	18.00	3.51	21.51	1.50
Douglas	16.49	2.85	19.34	16.73	4.40	21.13	1.79
Faribault	16.89	1.46	18.35	9.25	0.88	10.13	-8.22
Freeborn	17.99	2.02	20.01	9.00	1.00	10.00	-10.01
Goodhue	17.99	2.02	20.01	18.00	3.51	21.51	1.50
Grant	16.49	2.85	19.34	16.73	4.40	21.13	1.79
Hennepin	19.42	4.63	24.05 [61]	20.05	5.20	25.25	1.20
Hubbard	16.29	2.86	19.15	16.66	3.44	20.10	0.95
Isanti	19.42	4.63	24.05 [61]	20.05	5.20	25.25	1.20
Itasca	15.98	3.59	19.57 [62]	17.30	4.58	21.88	2.31
Jackson	10.25	1.00	11.25	9.50	0.50	10.00	-1.25
Kandiyohi	11.94	2.48	14.42	13.31	3.39	16.70	2.28
Kittson	12.71	2.56	15.27 [63]	13.01	2.75	15.76 [64]	0.49
Koochiching	15.98	3.59	19.57 [62]	17.30	4.58	21.88	2.31
Lac Qui Parle	11.94	2.48	14.42	9.25	0.88	10.13	-4.29
Lake	17.33	2.81	20.14 [60]	19.17	3.98	23.15	3.01
Le Sueur	16.89	1.46	18.35	11.50	3.83	15.33	-3.02
Lincoln	10.25	1.00	11.25	14.82	2.91	17.73	6.48
Lk of the Wds	12.39	3.48	15.87 [62]	13.95	4.48	18.43	2.56
Lyon	10.25	1.00	11.25	15.00	0.50	15.50	4.25
Mahnomen	17.22	3.48	20.70	16.73	4.43	21.16	0.46

TABLE 36. COMMERCIAL CONSTRUCTION  
Classification 421: Sheet metal worker  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Marshall	17.22	3.48	20.70	14.70	2.80	17.50	[65] -3.20
Martin	10.25	1.00	11.25	9.00	1.00	10.00	-1.25
McLeod	19.42	4.63	24.05	20.05	5.20	25.25	1.20
Mille Lacs	17.22	3.48	20.70	20.05	5.20	25.25	4.55
Morrison	17.22	3.48	20.70	16.73	4.40	21.13	0.43
Mower	17.99	2.02	20.01	18.00	3.51	21.51	1.50
Murray	10.25	1.00	11.25	8.75	1.25	10.00	-1.25
Nicollet	16.89	1.46	18.35	7.50	1.50	9.00	-9.35
Nobles	10.25	1.00	11.25	14.82	2.91	17.73	6.48
Norman	13.43	3.13	16.56	13.43	3.19	16.62	0.06
Olmsted	17.99	2.02	20.01	18.00	3.51	21.51	1.50
Otter Tail	16.49	2.85	19.34	16.73	4.43	21.16	1.82
Pennington	12.71	2.56	15.27	13.01	2.75	15.76	[64] 0.49
Pine	19.42	4.63	24.05	20.05	5.20	25.25	1.20
Pipestone	10.25	1.00	11.25	14.82	2.91	17.73	6.48
Polk	12.71	2.56	15.27	13.01	2.75	15.76	0.49
Pope	16.49	2.85	19.34	16.73	4.40	21.13	1.79
Ramsey	19.42	4.63	24.05	20.05	5.20	25.25	1.20
Red Lake	12.71	2.56	15.27	13.01	2.75	15.76	[64] 0.49
Redwood	10.25	1.00	11.25	9.25	0.96	10.21	-1.04
Renville	11.94	2.48	14.42	9.25	0.88	10.13	-4.29
Rice	19.42	4.63	24.05	19.81	4.84	24.65	0.60
Rock	10.25	1.00	11.25	14.82	2.91	17.73	6.48
Roseau	12.71	2.56	15.27	13.01	2.75	15.76	[64] 0.49
Scott	19.42	4.63	24.05	20.05	5.20	25.25	1.20
Sherburne	17.22	3.48	20.70	16.73	4.40	21.13	0.43
Sibley	19.42	4.63	24.05	11.50	3.83	15.33	-8.72
Stearns	17.22	3.48	20.70	16.73	4.40	21.13	0.43
Steele	17.99	2.02	20.01	12.00	1.45	13.45	-6.56
Stevens	8.43	0.45	8.88	16.73	4.40	21.13	12.25
Swift	8.43	0.45	8.88	13.31	3.39	16.70	7.82
Todd	16.49	2.85	19.34	16.73	4.40	21.13	1.79
Traverse	16.49	2.85	19.34	16.73	4.40	21.13	1.79
Wabasha	17.99	2.02	20.01	18.00	3.51	21.51	1.50
Wadena	16.29	2.86	19.15	14.70	2.80	17.50	[65] -1.65
Waseca	16.89	1.46	18.35	9.00	1.00	10.00	-8.35
Washington	19.42	4.63	24.05	20.05	5.20	25.25	1.20
Watsonwan	10.25	1.00	11.25	9.25	0.96	10.21	-1.04
Wilkin	12.00	2.79	14.79	13.43	3.19	16.62	1.83
Winona	13.14	2.02	15.16	12.46	2.96	15.42	[68] 0.26
Wright	19.42	4.63	24.05	20.05	5.20	25.25	1.20
Yellow Med.	11.94	2.48	14.42	9.25	0.88	10.13	-4.29

TABLE 37. COMMERCIAL CONSTRUCTION  
Classification 422: Sprinkler fitter

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Anoka	19.28	6.96	26.24	[69] 19.28	6.96	26.24	0.00
Becker	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Beltrami	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Blue Earth	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Carlton	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Carver	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Cass	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Chisago	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Clay	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Clearwater	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Crow Wing	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Dakota	19.28	6.96	26.24	[69] 19.28	6.96	26.24	0.00
Dodge	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Faribault	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Freeborn	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Goodhue	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Hennepin	19.28	6.96	26.24	[69] 19.28	6.96	26.24	0.00
Hubbard	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Isanti	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Itasca	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Koochiching	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Lake	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Le Sueur	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Lk of the Wds	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Mahnomen	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Marshall	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Mille Lacs	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Morrison	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Mower	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Nicollet	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Norman	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Olmsted	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Pennington	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Pine	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Ramsey	19.28	6.96	26.24	[69] 19.28	6.96	26.24	0.00
Rice	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Roseau	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Scott	19.28	6.96	26.24	[69] 19.28	6.96	26.24	0.00

TABLE 37. COMMERCIAL CONSTRUCTION  
 Classification 422: Sprinkler fitter  
 (continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Sherburne	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Steele	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
St. Louis	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Wabasha	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Wadena	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Waseca	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Washington	19.28	6.96	26.24 [69]	19.28	6.96	26.24	0.00
Winona	19.01	4.25	23.26	19.01	4.15	23.16	-0.10
Wright	19.01	4.25	23.26	19.01	4.15	23.16	-0.10

TABLE 38. COMMERCIAL CONSTRUCTION  
 Classification 424: Tile setter

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Aitkin	18.05	3.07	21.12	15.08	2.95	18.03	-3.09
Anoka	18.05	3.07	21.12	17.90	3.82	21.72	0.60
Carlton	18.05	3.07	21.12	15.08	2.95	18.03	-3.09
Dakota	18.05	3.07	21.12	17.90	3.82	21.72	0.60
Dodge	18.05	3.07	21.12	12.91	0.00	12.91	-8.21
Goodhue	18.05	3.07	21.12	12.91	0.00	12.91	-8.21
Hennepin	18.05	3.07	21.12	17.90	3.82	21.72	0.60
Itasca	18.05	3.07	21.12	15.08	2.95	18.03	-3.09
Koochiching	18.05	3.07	21.12	18.30	3.42	21.72	0.60
Lake	18.05	3.07	21.12	15.08	2.95	18.03	-3.09
Mower	18.05	3.07	21.12	12.91	0.00	12.91	-8.21
Olmsted	19.65	0.00	19.65	12.91	0.00	12.91	-6.74
Ramsey	18.05	3.07	21.12	17.90	3.82	21.72	0.60
Washington	18.05	3.07	21.12	17.90	3.82	21.72	0.60
Winona	18.05	3.07	21.12	12.91	0.00	12.91	-8.21

# END NOTES

- [1] Laborer, common (-\$100,000)
- [2] Laborer, common (-\$950,000)
- [3] Laborer, common (-\$725,000)
- [4] Laborer, common (-\$800,000)
- [5] Underground and open ditch laborer (+ \$950,000)
- [6] Underground work -- open ditch or excavation 8 feet below grade
- [7] Underground and open ditch laborer (-\$725,000)
- [8] Air compressor operator, 450 CFM or over
- [9] Site preparation, excavation and incidental paving rate: dragline and/or similar equipment with shovel-type controls, up to 3 cubic yards manufacturing rated capacity
- [10] Dragline/crawler backhoe/equipment with shovel/crane up to 150 feet
- [11] Site preparation, excavation and incidental paving rate
- [12] Frontend loader operator (-1 cubic yard)
- [13] Hoist engineer (2 drum)
- [14] Single axles
- [15] Site preparation, excavation and incidental paving rate: single axles
- [16] Tri-axles (including four axles)
- [17] Site preparation, excavation and incidental paving rate: tri-axles (including four axles)
- [18] Insulators/asbestos workers
- [19] Asbestos worker/insulation: insulate
- [20] Bricklayers; stone masons
- [21] General construction projects minus mechanical work, \$550,000 and under
- [22] Bricklayer (-\$550,000)
- [23] General construction projects minus mechanical work, \$300,000 and under
- [24] Carpenters and piledrivermen
- [25] Carpenter (-\$500,000)
- [26] Carpenters; soft floor layers
- [27] Carpenter (-\$800,000)
- [28] Carpenters; millwrights; and soft floor layers
- [29] Commercial, including four-story apartments: carpenters; millwrights; and piledrivermen
- [30] Carpenters; insulators
- [31] Base = \$17.59 + 11%; fringe = 23%

- [32] Fringe = \$1.90 + 10.5%
- [33] Fringe = 34.5%
- [34] Electrical installations under \$150,000; fringe = \$2.40 + 13.5%
- [35] Electrician (-\$150,000)
- [36] Commercial, including residential quarters over three stories; fringe = 34.5%
- [37] Fringe = \$4.51 + 12.5%
- [38] Electrician (-\$200,000)
- [39] Electrician (+ \$200,000)
- [40] Fringe = 1 week's paid vacation with 1 year's service; 2 weeks' paid vacation with 3 years' service + 6 paid holidays (New Year's Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and Decoration Day)
- [41] Fringe = \$2.70 + 2 weeks' paid vacation with 5 to 12 years' service; 3 weeks' paid vacation with 12 or more years' service
- [42] Brush; roller
- [43] Brush; roller and wallpaper hanger; sandblaster; spray; steel; swing stage and epoxy
- [44] Brush; roller; drywall finishing
- [45] Painter; brush
- [46] Brush; drywall finishers; paper hangers
- [47] New commercial work
- [48] Brush; roller; wallpaper
- [49] Carpenters; piledrivermen
- [50] Pipefitters, plumbers and steamfitters
- [51] All other work
- [52] Industrial: manufacturing plants, steel and mining industries, and power plants. Hospitals and industrial work over \$125,000
- [53] Heavy commercial and industrial construction over \$25,000; fringe = \$3.80 + 2 paid holidays (Independence Day and Labor Day)
- [54] Plumbing and heating contracts of \$75,000 or less
- [55] Cement masons; plasterers
- [56] Fringe = \$8.32 + 1 paid holiday (Labor Day)
- [57] Air conditioning and refrigeration mechanics; plumbers
- [58] Fringe = \$3.57 + 1 paid holiday (Labor Day)
- [59] Fringe = \$2.02 + 1 day's paid vacation per year, up to a limit of 1 week's paid vacation after 5 years
- [60] Fringe = \$2.29 + 3%
- [61] Fringe = \$4.63 + 1 paid holiday (Labor Day)
- [62] Fringe = \$3.11 + 3%

- [63] Light commercial (\$175,000 and less HVAC) contract
- [64] Sheetmetal worker (-\$200,000)
- [65] Sheetmetal worker (+ \$200,000)
- [66] Sheetmetal workers under \$250,000 HVAC contract
- [67] Light commercial (\$30,000 and under)
- [68] Sheetmetal worker (-\$50,000)
- [69] Fringe = \$6.96 + 6 paid holidays (Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday before Labor Day, and Columbus Day)

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**Appendix O.**

**COMPARISONS OF  
FEDERAL and MINNESOTA  
PREVAILING WAGE RATES:**

**Highway and heavy construction**

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# COMPARISONS OF FEDERAL and MINNESOTA PREVAILING WAGE RATES:

## Highway and heavy construction

The 1990 legislation outlining the requirements of this study stated that the Management Analysis Division must examine "the variations in prevailing wage rates among counties in Minnesota and between Minnesota and Federal prevailing wage rates." This appendix presents comparisons of federal and Minnesota highway and heavy construction wage rates.

Federal and Minnesota prevailing wage rates utilized on Sept. 1, 1990, were used for comparison. Federal rates were taken from the 1990 edition of *General Wage Determinations*, updated as of Aug. 10, 1990. Minnesota rates were provided by the Department of Labor and Industry's Labor Standards Division. The division makes wage determinations in three zones. Zone I (northern) rates went into effect Feb. 1, 1990, Zone II (central) rates June 11, 1990, and Zone III (southern) rates Oct. 1, 1989.

Sixty-one of Minnesota's 82 master job classifications were used for comparison. All four major classification areas were represented. Selection was based on frequency of use.

## LABORERS

- 101 Laborer, common
- 103 Laborer, landscape
- 104 Flagperson
- 106 Powderman
- 107 Pipelayer
- 109 Underground/open ditch laborer

## POWER EQUIPMENT OPERATORS

- 201 Air compressor operator
- 202 Asphalt/bituminous stabilizer plant operator
- 203 Dragline with shovel-type controls
- 204 Bituminous spreader
- 206 Conveyer operator
- 207 Concrete distributor
- 208 Concrete saw operator
- 209 Crushing plant operator
- 210 Curb machine
- 213 Forklift operator
- 214 Frontend loader operator
- 215 Helicopter pilot

- 216 Fireman/tank car heater
- 217 Grader/motor patrol
- 218 Grader operator
- 219 Greaser
- 220 Hoist engineer
- 221 Chip spreader (self-propelled)
- 222 Mechanic/welder
- 223 Oilers
- 224 Pick-up sweeper
- 227 Roller (less than or equal to 6 tons)
- 228 Roller (greater than 6 tons)
- 229 Scraper (greater than or equal to 32 cubic yards)
- 231 Rubber-tire tractor operator
- 232 Shouldering machine operator
- 234 Turnapull operator
- 235 Tractor operator (D2, TD6)
- 236 Tractor operator (greater than D2, TD6)
- 237 Power-actuated augers
- 238 Truck crane oiler

## **TRUCK DRIVERS**

- 301 Bituminous distributor driver
- 302 Dumpman
- 304 Packer operator (self propelled)
- 306 Single- or 2-axle unit
- 308 4-axle unit

## **SPECIAL CRAFTS**

- 401 Asbestos worker
- 402 Boilermaker
- 403 Bricklayer
- 404 Carpenter
- 406 Cement mason
- 407 Electrician
- 408 Elevator constructor
- 409 Glazier
- 410 Lather
- 412 Iron worker
- 415 Painter
- 416 Piledriverman
- 417 Pipe/steamfitter
- 418 Plasterer
- 419 Plumber
- 420 Roofer
- 421 Sheetmetal worker
- 422 Sprinkler fitter
- 424 Tile setter

This listing served as a working base for comparisons. Federal and/or Minnesota rates were not provided for each classification in every county.

Federal highway and heavy construction rates were not provided for 18 Minnesota counties: Aitkin, Crow Wing, Isanti, Itasca, Jackson, Kanabec, Koochiching, McLeod, Martin, Meeker, Mille Lacs, Morrison, Nicollet, Nobles, Pine, Rice, Rock, and Watonwan. Wage comparisons, therefore, were not possible.

For some job classifications, the Federal government subdivides counties into smaller wage rate areas. This differs from Minnesota's methodology (that is, presenting wage rates only at the county level), so no wage comparisons were made if federal rates were split in a county.

Comparisons were not made for the following classifications:

“Carpenter” (404) in Benton, Fillmore, Goodhue, Lake, Mower, Olmsted, Scott, Sherburne, St. Louis, Wabasha, Winona, and Wright counties

“Cement mason” (406) in Fillmore, Houston, and St. Louis counties

“Electrician” (407) in Goodhue County

“Iron worker” (412) in Houston County

“Painter” (415) in Sherburne County

“Piledriverman” (416) in Benton, Fillmore, Goodhue, Lake, Mower, Olmsted, Scott, Sherburne, St. Louis, Wabasha, Winona, and Wright counties

All “laborer” classifications (101-109) in St. Louis County

All “power equipment operator” classifications (201-238) in Benton, Chisago, Sherburne, Stearns, and Wright counties

All “truck driver” classifications (301-308) in Chisago county

End notes are indicated in brackets and apply to the total wage rate they follow. A key is presented on the next page.

# KEY TO COMPARISON TABLES

Column Heading	Definition
County	All counties where comparisons were possible
Federal Prevailing Wage Rates	
Base	Regular federal hourly prevailing wage rates
Fringe	Federal fringe benefit figures
Total	Federal "Base" + "Fringe" = "Total"
[No.]	End note number
Minnesota Prevailing Wage Rates	
Base	Regular Minnesota hourly prevailing wage rates
Fringe	Minnesota fringe benefit figures
Total	Minnesota "Base" + "Fringe" = "Total"
[No.]	End note number
Variation in Rates	Minnesota "Total" - Federal "Total" = "Variation in Rates"
Positive value	Minnesota rate is higher than the federal rate by the amount indicated
Negative value	Minnesota rate is lower than the federal rate by the amount indicated
Zero	Minnesota and federal rates are equal

TABLE 1. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 101: Laborer, common

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	14.05	4.00	18.05	14.05	4.00	18.05	0.00
Becker	7.44	0.00	7.44	7.44	0.00	7.44	0.00
Beltrami	6.68	0.00	6.68	8.92	1.95	10.87	4.19
Benton	11.30	3.55	14.85	11.30	3.55	14.85	0.00
Big Stone	8.32	0.00	8.32	7.85	1.17	9.02	0.70
Blue Earth	8.83	0.98	9.81	13.55	2.40	15.95	6.14
Brown	8.87	0.00	8.87	10.70	2.05	12.75	3.88
Carlton	13.60	3.83	17.43	13.60	3.83	17.43	0.00
Carver	8.83	0.98	9.81	14.05	4.00	18.05	8.24
Cass	7.44	0.00	7.44	10.70	2.05	12.75	5.31
Chippewa	8.32	0.00	8.32	7.97	1.57	9.54	1.22
Chisago	14.05	4.00	18.05	14.05	4.00	18.05	0.00
Clay	7.44	0.00	7.44	10.95	1.57	12.52	5.08
Clearwater	6.68	0.00	6.68	10.70	2.05	12.75	6.07
Cook	13.60	3.83	17.43	14.08	3.35	17.43	0.00
Cottonwood	6.98	0.00	6.98	12.85	2.10	14.95	7.97
Dakota	14.05	4.00	18.05	14.05	4.00	18.05	0.00
Dodge	8.83	0.98	9.81	13.55	2.40	15.95	6.14
Douglas	8.32	0.00	8.32	10.70	2.05	12.75	4.43
Faribault	8.83	0.98	9.81	13.55	2.40	15.95	6.14
Fillmore	13.55	2.40	15.95	7.25	0.00	7.25	-8.70
Freeborn	8.83	0.98	9.81	9.00	1.20	10.20	0.39
Goodhue	13.55	2.40	15.95	8.00	0.00	8.00	-7.95
Grant	8.32	0.00	8.32	10.70	2.05	12.75	4.43
Hennepin	14.05	4.00	18.05	14.05	4.00	18.05	0.00
Houston	13.55	2.40	15.95	8.00	0.00	8.00	-7.95
Hubbard	7.44	0.00	7.44	10.70	2.05	12.75	5.31
Kandiyohi	8.32	0.00	8.32	10.70	2.05	12.75	4.43
Kittson	6.68	0.00	6.68	10.70	2.05	12.75	6.07
Lac Qui Parle	8.32	0.00	8.32	11.00	0.00	11.00	2.68
Lake	13.60	3.83	17.43	14.08	3.35	17.43	0.00
La Sueur	8.83	0.98	9.81	13.55	2.40	15.95	6.14
Lincoln	6.98	0.00	6.98	7.97	1.57	9.54	2.56
Lk of the Wds	6.68	0.00	6.68	10.70	2.05	12.75	6.07
Lyon	6.98	0.00	6.98	8.00	0.00	8.00	1.02
Mahnomen	6.68	0.00	6.68	7.50	0.00	7.50	0.82
Marshall	6.68	0.00	6.68	10.70	2.05	12.75	6.07
Mower	13.55	2.40	15.95	13.75	1.20	14.95	-1.00
Murray	6.98	0.00	6.98	9.13	0.40	9.53	2.55

TABLE 1. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 101: Laborer, common  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Norman	6.68	0.00	6.68	10.70	2.05	12.75	6.07
Olmsted	13.55	2.40	15.95	13.60	1.15	14.75	-1.20
Otter Tail	7.44	0.00	7.44	10.70	2.05	12.75	5.31
Pennington	6.68	0.00	6.68	10.70	2.05	12.75	6.07
Pipestone	6.98	0.00	6.98	8.44	1.60	10.04	3.06
Polk	6.68	0.00	6.68	10.70	2.05	12.75	6.07
Pope	8.32	0.00	8.32	10.70	2.05	12.75	4.43
Ramsey	14.05	4.00	18.05	14.05	4.00	18.05	0.00
Red Lake	6.68	0.00	6.68	10.70	2.05	12.75	6.07
Redwood	6.98	0.00	6.98	9.13	0.40	9.53	2.55
Renville	8.32	0.00	8.32	8.07	1.20	9.27	0.95
Roseau	6.68	0.00	6.68	10.70	2.05	12.75	6.07
Scott	14.05	4.00	18.05	14.05	4.00	18.05	0.00
Sherburne	14.05	4.00	18.05	14.05	4.00	18.05	0.00
Sibley	8.83	0.98	9.81	9.41	0.40	9.81	0.00
Stearns	11.30	3.55	14.85	11.30	3.55	14.85	0.00
Steele	8.83	0.98	9.81	9.00	1.20	10.20	0.39
Stevens	8.32	0.00	8.32	10.70	2.05	12.75	4.43
Swift	8.32	0.00	8.32	7.85	1.17	9.02	0.70
Todd	7.44	0.00	7.44	10.70	2.05	12.75	5.31
Traverse	8.32	0.00	8.32	10.70	2.05	12.75	4.43
Wabasha	13.55	2.40	15.95	12.30	0.00	12.30	-3.65
Wadena	7.44	0.00	7.44	10.70	2.05	12.75	5.31
Waseca	8.83	0.98	9.81	13.55	2.40	15.95	6.14
Washington	14.05	4.00	18.05	14.05	4.00	18.05	0.00
Wilkin	7.44	0.00	7.44	10.70	2.05	12.75	5.31
Winona	13.55	2.40	15.95	8.00	0.00	8.00	-7.95
Wright	14.05	4.00	18.05	14.05	4.00	18.05	0.00
Yellow Med.	6.98	0.00	6.98	9.13	0.40	9.53	2.55

**TABLE 2. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 103: Laborer, landscaping**

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Benton	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Chisago	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Dakota	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Hennepin	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Ramsey	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Scott	8.10	1.85	9.95	7.00	1.97	8.97	-0.98
Sherburne	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Stearns	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Washington	8.10	1.85	9.95	8.40	2.02	10.42	0.47
Wright	8.10	1.85	9.95	8.40	2.02	10.42	0.47

**TABLE 3. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 104: Flagperson**

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	11.05	3.45	14.50	11.05	3.45	14.50	0.00
Carlton	10.35	3.68	14.03	10.35	3.68	14.03	0.00
Chisago	11.05	3.45	14.50	8.55	0.56	9.11	-5.39
Cook	10.35	3.68	14.03	11.23	2.80	14.03	0.00
Dakota	11.05	3.45	14.50	11.05	3.45	14.50	0.00
Fillmore	10.95	2.30	13.25	10.95	2.30	13.25	0.00
Goodhue	10.95	2.30	13.25	10.95	2.30	13.25	0.00
Hennepin	11.05	3.45	14.50	11.05	3.45	14.50	0.00
Houston	10.95	2.30	13.25	10.95	2.30	13.25	0.00
Lake	10.35	3.68	14.03	11.23	2.80	14.03	0.00
Olmsted	10.95	2.30	13.25	10.95	2.30	13.25	0.00
Ramsey	11.05	3.45	14.50	11.05	3.45	14.50	0.00
Scott	11.05	3.45	14.50	11.05	3.45	14.50	0.00
Sherburne	11.05	3.45	14.50	11.05	3.45	14.50	0.00
Stearns	8.80	3.35	12.15	6.50	0.56	7.06	-5.09
Wabasha	10.95	2.30	13.25	10.95	2.30	13.25	0.00
Washington	11.05	3.45	14.50	8.55	0.56	9.11	-5.39
Winona	10.95	2.30	13.25	10.95	2.30	13.25	0.00
Wright	11.05	3.45	14.50	6.50	0.56	7.06	-7.44

**TABLE 4. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 106: Powderman**

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	14.75	4.00	18.75	14.75	4.00	18.75	0.00
Carlton	14.30	3.83	18.13	14.30	3.83	18.13	0.00
Cook	14.30	3.83	18.13	14.78	3.35	18.13	0.00
Dakota	14.75	4.00	18.75	14.75	4.00	18.75	0.00
Hennepin	14.75	4.00	18.75	14.75	4.00	18.75	0.00
Lake	14.30	3.83	18.13	14.78	3.35	18.13	0.00
Ramsey	14.75	4.00	18.75	14.75	4.00	18.75	0.00
Scott	14.75	4.00	18.75	14.75	4.00	18.75	0.00
Washington	14.75	4.00	18.75	14.75	4.00	18.75	0.00
Winona	14.25	2.40	16.65	9.30	1.06	10.36	-6.29

**TABLE 5. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 107: Pipelayer**

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	14.50	4.00	18.50	14.50	4.00	18.50	0.00
Benton	11.75	3.55	15.30	14.00	0.00	14.00	-1.30
Carlton	14.05	3.83	17.88	14.05	3.83	17.88	0.00
Chisago	14.50	4.00	18.50	14.50	4.00	18.50	0.00
Cook	14.05	3.83	17.88	14.53	3.35	17.88	0.00
Dakota	14.50	4.00	18.50	14.50	4.00	18.50	0.00
Douglas	8.50	0.00	8.50	11.15	2.05	13.20	4.70
Grant	8.50	0.00	8.50	11.15	2.05	13.20	4.70
Hennepin	14.50	4.00	18.50	14.50	4.00	18.50	0.00
Kandiyohi	8.50	0.00	8.50	11.15	2.05	13.20	4.70
Lake	14.05	3.83	17.88	14.53	3.35	17.88	0.00
Pope	8.50	0.00	8.50	11.15	2.05	13.20	4.70
Ramsey	14.50	4.00	18.50	14.50	4.00	18.50	0.00
Renville	8.50	0.00	8.50	10.95	1.95	12.90	4.40
Scott	14.50	4.00	18.50	14.50	4.00	18.50	0.00
Sherburne	14.50	4.00	18.50	14.50	4.00	18.50	0.00
Stearns	11.75	3.55	15.30	11.75	3.55	15.30	0.00
Stevens	8.50	0.00	8.50	11.15	2.05	13.20	4.70
Washington	14.50	4.00	18.50	14.50	4.00	18.50	0.00
Winona	14.00	2.40	16.40	12.00	0.00	12.00	-4.40
Wright	14.50	4.00	18.50	14.50	4.00	18.50	0.00

**TABLE 6. HIGHWAY AND HEAVY CONSTRUCTION**  
**Classification 109: Underground and open ditch laborer**

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	14.40	4.00	18.40	14.25	4.00	18.25	-0.15
Benton	11.65	3.55	15.20	12.00	0.00	12.00	-3.20
Chisago	14.40	4.00	18.40	14.25	4.00	18.25	-0.15
Dakota	14.40	4.00	18.40	14.25	4.00	18.25	-0.15
Hennepin	14.40	4.00	18.40	14.25	4.00	18.25	-0.15
Ramsey	14.40	4.00	18.40	14.25	4.00	18.25	-0.15
Scott	14.40	4.00	18.40	9.50	0.00	9.50	-8.90
Sherburne	14.40	4.00	18.40	14.25	4.00	18.25	-0.15
Stearns	11.65	3.55	15.20	12.00	0.00	12.00	-3.20
Washington	14.40	4.00	18.40	14.25	4.00	18.25	-0.15
Winona	13.90	2.40	16.30	11.30	0.00	11.30	-5.00
Wright	14.40	4.00	18.40	14.25	4.00	18.25	-0.15

**TABLE 7. HIGHWAY AND HEAVY CONSTRUCTION**  
**Classification 201: Air compressor operator**

County	Federal Prevailing Wage Rates				Minnesota Prevailing Wage Rates				Variation in Rates
	Base	Fringe	Total		Base	Fringe	Total		
Anoka	14.68	3.65	18.33	[2]	14.68	3.65	18.33	0.00	
Carlton	13.64	3.65	17.29	[2]	13.64	3.65	17.29	0.00	
Cook	14.68	3.65	18.33	[2]	14.68	3.65	18.33	0.00	
Dakota	14.68	3.65	18.33	[2]	14.68	3.65	18.33	0.00	
Hennepin	14.68	3.65	18.33	[2]	14.68	3.65	18.33	0.00	
Lake	14.68	3.65	18.33	[2]	14.68	3.65	18.33	0.00	
Ramsey	14.68	3.65	18.33	[2]	14.68	3.65	18.33	0.00	
Scott	14.68	3.65	18.33	[2]	14.68	3.65	18.33	0.00	
St. Louis	14.68	3.65	18.33	[2]	14.68	3.65	18.33	0.00	
Washington	14.68	3.65	18.33	[2]	14.68	3.65	18.33	0.00	
Winona	13.64	3.65	17.29	[2]	13.64	3.65	17.29	0.00	

**TABLE 8. HIGHWAY AND HEAVY CONSTRUCTION**  
**Classification 202: Asphalt, bitum. stabilizer plant**

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Carlton	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Cook	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Dakota	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Fillmore	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Goodhue	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Hennepin	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Houston	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Lake	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Mower	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Olmsted	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Ramsey	17.72	3.65	21.37	14.68	3.65	18.33	-3.04
Scott	17.72	3.65	21.37	17.72	3.65	21.37	0.00
St. Louis	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Wabasha	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Washington	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Winona	16.21	3.65	19.86	16.21	3.65	19.86	0.00

TABLE 9. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 203: Dragline/equipment with shovel

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	18.02	3.65	21.67 [3]	18.02	3.65	21.67	0.00
Becker	11.17	2.26	13.43 [4]	14.02	3.65	17.67 [3]	4.24
Beltrami	10.66	0.00	10.66 [4]	14.02	3.65	17.67 [3]	7.01
Blue Earth	13.73	2.40	16.13 [4]	16.51	3.65	20.16 [3]	4.03
Brown	12.13	0.55	12.68 [4]	14.77	1.80	16.57	3.89
Carlton	16.51	3.65	20.16 [3]	16.51	3.65	20.16 [3]	0.00
Carver	13.73	2.40	16.13 [4]	18.02	3.65	21.67	5.54
Cass	11.17	2.26	13.43 [4]	16.51	3.65	20.16 [3]	6.73
Clay	11.17	2.26	13.43 [4]	14.02	3.65	17.67 [3]	4.24
Clearwater	10.66	0.00	10.66 [4]	14.02	3.65	17.67 [3]	7.01
Cook	18.02	3.65	21.67 [3]	18.02	3.65	21.67 [3]	0.00
Cottonwood	10.00	0.00	10.00 [4]	15.95	1.55	17.50	7.50
Dakota	18.02	3.65	21.67 [3]	18.02	3.65	21.67	0.00
Dodge	13.73	2.40	16.13 [4]	16.51	3.65	20.16 [3]	4.03
Douglas	12.03	1.97	14.00 [4]	14.02	3.65	17.67	3.67
Faribault	13.73	2.40	16.13 [4]	16.51	3.65	20.16 [3]	4.03
Freeborn	13.73	2.40	16.13 [4]	16.51	3.65	20.16 [3]	4.03
Grant	12.03	1.97	14.00 [4]	14.02	3.65	17.67	3.67
Hennepin	18.02	3.65	21.67 [3]	18.02	3.65	21.67	0.00
Hubbard	11.17	2.26	13.43 [4]	14.02	3.65	17.67 [3]	4.24
Kandiyohi	12.03	1.97	14.00 [4]	14.02	3.65	17.67	3.67
Kittson	10.66	0.00	10.66 [4]	14.02	3.65	17.67 [3]	7.01
Lake	18.02	3.65	21.67 [3]	18.02	3.65	21.67 [3]	0.00
Le Sueur	13.73	2.40	16.13 [4]	16.51	3.65	20.16 [3]	4.03
Lincoln	10.00	0.00	10.00 [4]	14.02	3.65	17.67 [3]	7.67
Lk of the Wds	10.66	0.00	10.66 [4]	14.02	3.65	17.67 [3]	7.01
Lyon	10.00	0.00	10.00 [4]	14.02	3.65	17.67 [3]	7.67
Mahnomen	10.66	0.00	10.66 [4]	14.02	3.65	17.67 [3]	7.01
Marshall	10.66	0.00	10.66 [4]	14.02	3.65	17.67 [3]	7.01
Murray	10.00	0.00	10.00 [4]	15.95	1.55	17.50	7.50
Norman	10.66	0.00	10.66 [4]	14.02	3.65	17.67 [3]	7.01
Otter Tail	11.17	2.26	13.43 [4]	10.75	0.00	10.75	-2.68
Pennington	10.66	0.00	10.66 [4]	14.02	3.65	17.67 [3]	7.01
Pipestone	10.00	0.00	10.00 [4]	14.02	3.65	17.67 [3]	7.67
Polk	10.66	0.00	10.66 [4]	14.02	3.65	17.67 [3]	7.01
Pope	12.03	1.97	14.00 [4]	14.02	3.65	17.67	3.67
Ramsey	18.02	3.65	21.67 [3]	18.02	3.65	21.67	0.00
Red Lake	10.66	0.00	10.66 [4]	14.02	3.65	17.67 [3]	7.01

TABLE 9. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 203: Dragline/equipment with shovel  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Redwood	10.00	0.00	10.00 [4]	11.95	1.55	13.50	3.50
Renville	12.03	1.97	14.00 [4]	15.95	1.55	17.50	3.50
Roseau	10.66	0.00	10.66 [4]	14.02	3.65	17.67 [3]	7.01
Scott	18.02	3.65	21.67 [3]	18.02	3.65	21.67	0.00
Sibley	13.73	2.40	16.13 [4]	14.58	1.55	16.13	0.00
Steele	13.73	2.40	16.13 [4]	16.51	3.65	20.16 [3]	4.03
Stevens	12.03	1.97	14.00 [4]	14.02	3.65	17.67	3.67
St. Louis	18.02	3.65	21.67 [3]	18.02	3.65	21.67 [3]	0.00
Todd	11.17	2.26	13.43 [4]	14.02	3.65	17.67	4.24
Traverse	12.03	1.97	14.00 [4]	14.02	3.65	17.67	3.67
Wadena	11.17	2.26	13.43 [4]	14.02	3.65	17.67 [3]	4.24
Waseca	13.73	2.40	16.13 [4]	16.51	3.65	20.16 [3]	4.03
Washington	18.02	3.65	21.67 [3]	18.02	3.65	21.67	0.00
Wilkin	11.17	2.26	13.43 [4]	14.02	3.65	17.67 [3]	4.24
Winona	16.51	3.65	20.16 [3]	16.51	3.65	20.16 [3]	0.00
Yellow Med.	10.00	0.00	10.00 [4]	15.95	1.55	17.50	7.50

TABLE 10. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 204: Bitum. spreader and finishing

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	17.72	3.65	21.37 [5]	17.72	3.65	21.37	0.00
Becker	9.98	1.23	11.21	11.04	1.57	12.61	1.40
Carlton	16.21	3.65	19.86 [5]	16.21	3.65	19.86	0.00
Cass	9.98	1.23	11.21	16.21	3.65	19.86	8.65
Clay	9.98	1.23	11.21	11.92	2.15	14.07	2.86
Cook	17.72	3.65	21.37 [5]	17.72	3.65	21.37	0.00
Dakota	17.72	3.65	21.37 [5]	17.72	3.65	21.37	0.00
Fillmore	16.21	3.65	19.86 [5]	16.21	3.65	19.86	0.00
Goodhue	16.21	3.65	19.86 [5]	16.21	3.65	19.86	0.00
Hennepin	17.72	3.65	21.37 [5]	17.72	3.65	21.37	0.00
Houston	16.21	3.65	19.86 [5]	16.21	3.65	19.86	0.00
Hubbard	9.98	1.23	11.21	7.50	0.33	7.83	-3.38
Lake	17.72	3.65	21.37 [5]	17.72	3.65	21.37	0.00
Mower	16.21	3.65	19.86 [5]	16.21	3.65	19.86	0.00
Olmsted	16.21	3.65	19.86 [5]	16.21	3.65	19.86	0.00
Otter Tail	9.98	1.23	11.21	11.04	1.57	12.61	1.40
Ramsey	17.72	3.65	21.37 [5]	17.72	3.65	21.37	0.00
Scott	17.72	3.65	21.37 [5]	17.72	3.65	21.37	0.00
St. Louis	17.72	3.65	21.37 [5]	17.72	3.65	21.37	0.00
Todd	9.98	1.23	11.21	13.71	3.65	17.36	6.15
Wabasha	16.21	3.65	19.86 [5]	16.21	3.65	19.86	0.00
Wadena	9.98	1.23	11.21	11.04	1.57	12.61	1.40
Washington	17.72	3.65	21.37 [5]	17.72	3.65	21.37	0.00
Wilkin	9.98	1.23	11.21	11.00	0.00	11.00	-0.21
Winona	16.21	3.65	19.86 [5]	16.21	3.65	19.86	0.00

TABLE 11. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 206: Conveyor operator

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Carlton	12.77	3.65	16.42	12.77	3.65	16.42	0.00
Dakota	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Hennepin	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Lake	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Ramsey	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Scott	13.47	3.65	17.12	13.47	3.65	17.12	0.00
St. Louis	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Washington	13.47	3.65	17.12	13.47	3.65	17.12	0.00

TABLE 12. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 207: Concrete distributor and spreader

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Carlton	13.64	3.65	17.29	13.64	3.65	17.29	0.00
Dakota	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Hennepin	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Lake	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Ramsey	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Scott	14.68	3.65	18.33	14.68	3.65	18.33	0.00
St. Louis	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Washington	14.68	3.65	18.33	14.68	3.65	18.33	0.00

TABLE 13. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 208: Concrete saw operator

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	14.68	3.65	18.33 [6]	14.68	3.65	18.33	0.00
Dakota	14.68	3.65	18.33 [6]	14.68	3.65	18.33	0.00
Hennepin	14.68	3.65	18.33 [6]	14.68	3.65	18.33	0.00
Ramsey	14.68	3.65	18.33 [6]	14.68	3.65	18.33	0.00
Scott	14.68	3.65	18.33 [6]	14.68	3.65	18.33	0.00
Washington	14.68	3.65	18.33 [6]	14.68	3.65	18.33	0.00

TABLE 14. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 209: Crushing plant operator

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Becker	9.95	1.07	11.02 [7]	11.04	1.57	12.61	1.59
Beltrami	10.32	1.03	11.35 [7]	13.71	3.65	17.36	6.01
Blue Earth	10.14	1.03	11.17 [7]	6.75	0.00	6.75	-4.42
Brown	10.92	1.05	11.97	10.10	0.00	10.10	-1.87
Carlton	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Carver	10.14	1.03	11.17 [7]	10.20	0.85	11.05	-0.12
Cass	9.95	1.07	11.02 [7]	17.80	0.96	18.76	7.74
Chippewa	11.33	0.72	12.05 [7]	11.04	1.57	12.61	0.56
Clay	9.95	1.07	11.02 [7]	11.04	1.57	12.61	1.59
Clearwater	10.32	1.03	11.35 [7]	13.71	3.65	17.36	6.01
Cook	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Dakota	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Douglas	11.33	0.72	12.05 [7]	13.71	3.65	17.36	5.31
Faribault	10.14	1.03	11.17 [7]	6.75	0.00	6.75	-4.42
Freeborn	10.14	1.03	11.17 [7]	6.75	0.00	6.75	-4.42
Grant	11.33	0.72	12.05 [7]	13.71	3.65	17.36	5.31
Hennepin	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Hubbard	9.95	1.07	11.02 [7]	7.50	0.33	7.83	-3.19
Kandiyohi	11.33	0.72	12.05 [7]	11.04	1.57	12.61	0.56
Kittson	10.32	1.03	11.35 [7]	11.04	1.57	12.61	1.26
Lac Qui Parle	11.33	0.72	12.05 [7]	10.10	0.00	10.10	-1.95
Lake	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Le Sueur	10.14	1.03	11.17 [7]	11.04	1.57	12.61	1.44
Lk of the Wds	10.32	1.03	11.35 [7]	13.71	3.65	17.36	6.01
Mahnomen	10.32	1.03	11.35 [7]	13.71	3.65	17.36	6.01
Marshall	10.32	1.03	11.35 [7]	11.04	1.57	12.61	1.26
Norman	10.32	1.03	11.35 [7]	13.71	3.65	17.36	6.01
Otter Tail	9.95	1.07	11.02 [7]	11.04	1.57	12.61	1.59
Pennington	10.32	1.03	11.35 [7]	11.04	1.57	12.61	1.26
Polk	10.32	1.03	11.35 [7]	11.04	1.57	12.61	1.26
Pope	11.33	0.72	12.05 [7]	13.71	3.65	17.36	5.31
Ramsey	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Red Lake	10.32	1.03	11.35 [7]	12.34	3.10	15.44	4.09
Renville	11.33	0.72	12.05 [7]	11.14	1.20	12.34	0.29
Roseau	10.32	1.03	11.35 [7]	11.04	1.57	12.61	1.26
Scott	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Sibley	10.14	1.03	11.17 [7]	11.04	1.57	12.61	1.44
Stevens	11.33	0.72	12.05 [7]	13.71	3.65	17.36	5.31

TABLE 14. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 209: Crushing plant operator  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
St. Louis	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Swift	11.33	0.72	12.05 [7]	11.04	1.57	12.61	0.56
Todd	9.95	1.07	11.02 [7]	13.71	3.65	17.36	6.34
Traverse	11.33	0.72	12.05 [7]	13.71	3.65	17.36	5.31
Wadena	9.95	1.07	11.02 [7]	11.04	1.57	12.61	1.59
Waseca	10.14	1.03	11.17 [7]	6.75	0.00	6.75	-4.42
Washington	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Wilkin	9.95	1.07	11.02 [7]	10.50	0.00	10.50	-0.52

TABLE 15. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 210: Curb machine

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Carlton	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Cook	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Dakota	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Hennepin	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Lake	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Ramsey	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Scott	17.72	3.65	21.37	17.72	3.65	21.37	0.00
St. Louis	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Washington	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Winona	16.21	3.65	19.86	11.45	0.00	11.45	-8.41

TABLE 16. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 213: Fork lift operator

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Dakota	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Hennepin	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Ramsey	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Scott	17.72	3.65	21.37	17.72	3.65	21.37	0.00
St. Louis	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Washington	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Winona	16.21	3.65	19.86	16.21	3.65	19.86	0.00

TABLE 17. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 214: Front end loader operator

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	17.72	3.65	21.37 [8]	17.72	3.65	21.37	0.00
Becker	10.37	1.18	11.55	11.04	1.57	12.61	1.06
Beltrami	10.55	0.00	10.55	13.16	2.55	15.71	5.16
Big Stone	10.92	0.96	11.88	13.71	3.65	17.36	5.48
Blue Earth	11.02	1.22	12.24	7.00	0.00	7.00	-5.24
Brown	10.27	0.55	10.82	14.00	0.80	14.80	3.98
Carlton	16.21	3.65	19.86 [8]	16.21	3.65	19.86 [8]	0.00
Carver	11.02	1.22	12.24	17.72	3.65	21.37	9.13
Cass	10.37	1.18	11.55	13.64	3.65	17.29 [9]	5.74
Chippewa	10.92	0.96	11.88	11.04	1.57	12.61	0.73
Clay	10.37	1.18	11.55	12.00	3.65	15.65 [9]	4.10
Clearwater	10.55	0.00	10.55	11.51	1.57	13.08	2.53
Cook	17.72	3.65	21.37 [8]	17.72	3.65	21.37 [8]	0.00
Cottonwood	9.10	0.75	9.85	14.64	1.17	15.81	5.96
Dakota	17.72	3.65	21.37 [8]	17.72	3.65	21.37	0.00
Dodge	11.02	1.22	12.24	13.64	3.65	17.29 [9]	5.05
Douglas	10.92	0.96	11.88	13.71	3.65	17.36	5.48
Faribault	11.02	1.22	12.24	7.00	0.00	7.00	-5.24
Fillmore	16.21	3.65	19.86 [8]	16.21	3.65	19.86 [8]	0.00
Freeborn	11.02	1.22	12.24	13.64	3.65	17.29 [9]	5.05
Goodhue	16.21	3.65	19.86 [8]	16.21	3.65	19.86 [8]	0.00
Grant	10.92	0.96	11.88	13.71	3.65	17.36	5.48
Hennepin	17.72	3.65	21.37 [8]	17.72	3.65	21.37	0.00
Houston	16.21	3.65	19.86 [8]	16.21	3.65	19.86 [8]	0.00
Hubbard	10.37	1.18	11.55	7.50	0.33	7.83	-3.72
Kandiyohi	10.92	0.96	11.88	13.71	3.65	17.36	5.48
Kittson	10.55	0.00	10.55	11.04	1.57	12.61	2.06
Lac Qui Parle	10.92	0.96	11.88	10.10	0.00	10.10	-1.78
Lake	17.72	3.65	21.37 [8]	17.72	3.65	21.37 [8]	0.00
Le Sueur	11.02	1.22	12.24	13.64	3.65	17.29 [9]	5.05
Lincoln	9.10	0.75	9.85	10.10	1.60	11.70	1.85
Lk of the Wds	10.55	0.00	10.55	12.00	3.65	15.65 [9]	5.10
Lyon	9.10	0.75	9.85	7.00	1.00	8.00	-1.85
Mahnomen	10.55	0.00	10.55	13.16	3.10	16.26	5.71
Marshall	10.55	0.00	10.55	11.04	1.57	12.61	2.06
Mower	16.21	3.65	19.86 [8]	16.21	3.65	19.86 [8]	0.00
Murray	9.10	0.75	9.85	10.10	1.60	11.70	1.85
Olmsted	16.21	3.65	19.86 [8]	16.21	3.65	19.86 [8]	0.00
Otter Tail	10.37	1.18	11.55	11.04	1.57	12.61	1.06

TABLE 17. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 214: Front end loader operator  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Pennington	10.55	0.00	10.55	11.04	1.57	12.61	2.06
Pipestone	9.10	0.75	9.85	10.10	1.60	11.70	1.85
Polk	10.55	0.00	10.55	13.16	3.10	16.26	5.71
Pope	10.92	0.96	11.88	13.71	3.65	17.36	5.48
Ramsey	17.72	3.65	21.37 [8]	17.72	3.65	21.37	0.00
Red Lake	10.55	0.00	10.55	12.00	3.65	15.65 [9]	5.10
Redwood	9.10	0.75	9.85	14.64	1.17	15.81	5.96
Renville	10.92	0.96	11.88	13.74	0.80	14.54	2.66
Roseau	10.55	0.00	10.55	12.00	3.65	15.65 [9]	5.10
Scott	17.72	3.65	21.37 [8]	17.72	3.65	21.37	0.00
Sibley	11.02	1.22	12.24	11.02	1.22	12.24	0.00
Steele	11.02	1.22	12.24	13.64	3.65	17.29 [9]	5.05
Stevens	10.92	0.96	11.88	13.71	3.65	17.36	5.48
St. Louis	17.72	3.65	21.37 [8]	17.72	3.65	21.37 [8]	0.00
Swift	10.92	0.96	11.88	13.71	3.65	17.36	5.48
Todd	10.37	1.18	11.55	13.71	3.65	17.36	5.81
Traverse	10.92	0.96	11.88	13.71	3.65	17.36	5.48
Wabasha	16.21	3.65	19.86 [8]	16.21	3.65	19.86 [8]	0.00
Wadena	10.37	1.18	11.55	12.00	3.65	15.65 [9]	4.10
Waseca	11.02	1.22	12.24	13.64	3.65	17.29 [9]	5.05
Washington	17.72	3.65	21.37 [8]	17.72	3.65	21.37	0.00
Wilkin	10.37	1.18	11.55	11.00	0.00	11.00	-0.55
Winona	16.21	3.65	19.86 [8]	16.21	3.65	19.86 [8]	0.00
Yellow Med.	9.10	0.75	9.85	13.74	0.80	14.54	4.69

TABLE 18. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 216: Fireman or tank car heater

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Becker	10.11	1.03	11.14	10.23	1.57	11.80	0.66
Beltrami	9.51	1.03	10.54	10.23	1.57	11.80	1.26
Clay	10.11	1.03	11.14	10.64	1.57	12.21	1.07
Clearwater	9.51	1.03	10.54	10.64	1.57	12.21	1.67
Douglas	10.11	1.03	11.14	10.23	3.65	13.88	2.74
Grant	10.11	1.03	11.14	10.23	1.57	11.80	0.66
Hubbard	10.11	1.03	11.14	10.64	1.57	12.21	1.07
Kittson	9.51	1.03	10.54	10.23	1.57	11.80	1.26
Mahnomen	9.51	1.03	10.54	10.64	1.57	12.21	1.67
Marshall	9.51	1.03	10.54	10.23	1.57	11.80	1.26
Norman	9.51	1.03	10.54	10.64	1.57	12.21	1.67
Otter Tail	10.11	1.03	11.14	10.23	1.57	11.80	0.66
Pennington	9.51	1.03	10.54	10.23	1.57	11.80	1.26
Polk	9.51	1.03	10.54	10.64	1.57	12.21	1.67
Red Lake	9.51	1.03	10.54	10.23	1.57	11.80	1.26
Roseau	9.51	1.03	10.54	10.23	1.57	11.80	1.26
Todd	10.11	1.03	11.14	10.23	1.57	11.80	0.66
Wadena	10.11	1.03	11.14	10.23	1.57	11.80	0.66
Wilkin	10.11	1.03	11.14	10.23	1.57	11.80	0.66

TABLE 19. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 217: Grader, motor patrol, finishing

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates	
	Base	Fringe	Total	Base	Fringe	Total		
Anoka	18.02	3.65	21.67	18.02	3.65	21.67	0.00	
Becker	11.03	1.45	12.48	[10]	11.42	1.57	12.99	0.51
Brown	9.37	0.00	9.37	[10]	10.10	0.00	10.10	0.73
Carlton	16.51	3.65	20.16		16.51	3.65	20.16	0.00
Cass	11.03	1.45	12.48	[10]	16.51	3.65	20.16	7.68
Clay	11.03	1.45	12.48	[10]	11.92	1.57	13.49	1.01
Cook	18.02	3.65	21.67		18.02	3.65	21.67	0.00
Dakota	18.02	3.65	21.67		18.02	3.65	21.67	0.00
Fillmore	16.51	3.65	20.16		16.51	3.65	20.16	0.00
Goodhue	16.51	3.65	20.16		16.51	3.65	20.16	0.00
Hennepin	18.02	3.65	21.67		18.02	3.65	21.67	0.00
Houston	16.51	3.65	20.16		16.51	3.65	20.16	0.00
Hubbard	11.03	1.45	12.48	[10]	17.30	0.00	17.30	4.82
Lake	18.02	3.65	21.67		18.02	3.65	21.67	0.00
Mower	16.51	3.65	20.16		16.51	3.65	20.16	0.00
Olmsted	16.51	3.65	20.16		16.51	3.65	20.16	0.00
Otter Tail	11.03	1.45	12.48	[10]	11.42	1.57	12.99	0.51
Ramsey	18.02	3.65	21.67		18.02	3.65	21.67	0.00
Scott	18.02	3.65	21.67		18.02	3.65	21.67	0.00
St. Louis	18.02	3.65	21.67		18.02	3.65	21.67	0.00
Todd	11.03	1.45	12.48	[10]	14.02	3.65	17.67	5.19
Wabasha	16.51	3.65	20.16		16.51	3.65	20.16	0.00
Wadena	11.03	1.45	12.48	[10]	11.42	1.57	12.99	0.51
Washington	18.02	3.65	21.67		18.02	3.65	21.67	0.00
Wilkin	11.03	1.45	12.48	[10]	11.42	1.57	12.99	0.51
Winona	16.51	3.65	20.16		16.51	3.65	20.16	0.00

TABLE 20. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 218: Grader operator

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	14.68	3.65	18.33	11.00	0.00	11.00	-7.33
Beltrami	10.32	1.03	11.35	10.00	0.00	10.00	-1.35
Blue Earth	10.18	0.00	10.18	8.00	0.00	8.00	-2.18
Brown	10.45	0.55	11.00	12.50	0.80	13.30	2.30
Carlton	13.64	3.65	17.29	15.66	0.00	15.66	-1.63
Carver	10.18	0.00	10.18	10.20	0.85	11.05	0.87
Clearwater	10.32	1.03	11.35	12.00	3.65	15.65	4.30
Cook	14.68	3.65	18.33	14.00	0.00	14.00	-4.33
Cottonwood	8.50	0.00	8.50	12.50	0.80	13.30	4.80
Dakota	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Dodge	10.18	0.00	10.18	13.64	3.65	17.29	7.11
Douglas	10.89	0.84	11.73	[11] 10.23	1.57	11.80	0.07
Faribault	10.18	0.00	10.18	8.00	0.00	8.00	-2.18
Fillmore	13.64	3.65	17.29	13.64	3.65	17.29	0.00
Freeborn	10.18	0.00	10.18	13.64	3.65	17.29	7.11
Goodhue	13.64	3.65	17.29	13.64	3.65	17.29	0.00
Grant	10.89	0.84	11.73	[11] 10.23	1.57	11.80	0.07
Hennepin	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Houston	13.64	3.65	17.29	13.64	3.65	17.29	0.00
Kittson	10.32	1.03	11.35	12.00	3.65	15.65	4.30
Lac Qui Parle	10.89	0.84	11.73	[11] 10.10	0.00	10.10	-1.63
Lake	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Le Sueur	10.18	0.00	10.18	12.00	1.20	13.20	3.02
Lk of the Wds	10.32	1.03	11.35	12.00	3.65	15.65	4.30
Mahnomen	10.32	1.03	11.35	10.50	0.00	10.50	-0.85
Marshall	10.32	1.03	11.35	12.00	3.65	15.65	4.30
Mower	13.64	3.65	17.29	12.00	1.20	13.20	-4.09
Murray	8.50	0.00	8.50	11.45	3.10	14.55	6.05
Norman	10.32	1.03	11.35	12.00	3.65	15.65	4.30
Olmsted	13.64	3.65	17.29	13.64	3.65	17.29	0.00
Pennington	10.32	1.03	11.35	9.64	0.85	10.49	-0.86
Polk	10.32	1.03	11.35	9.64	0.85	10.49	-0.86
Ramsey	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Red Lake	10.32	1.03	11.35	9.64	0.85	10.49	-0.86
Redwood	8.50	0.00	8.50	12.50	0.80	13.30	4.80
Renville	10.89	0.84	11.73	[11] 12.75	0.80	13.55	1.82
Roseau	10.32	1.03	11.35	12.00	3.65	15.65	4.30
Scott	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Sibley	10.18	0.00	10.18	10.50	0.80	11.30	1.12

TABLE 20. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 218: Grader operator  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Steele	10.18	0.00	10.18	13.64	3.65	17.29	7.11
St. Louis	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Wabasha	13.64	3.65	17.29	13.64	3.65	17.29	0.00
Waseca	10.18	0.00	10.18	8.00	0.00	8.00	-2.18
Washington	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Winona	13.64	3.65	17.29	13.64	3.65	17.29	0.00
Yellow Med.	8.50	0.00	8.50	12.75	0.80	13.55	5.05

TABLE 21. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 219: Greaser

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Carlton	12.77	3.65	16.42	12.77	3.65	16.42	0.00
Cook	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Dakota	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Hennepin	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Lake	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Ramsey	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Scott	13.47	3.65	17.12	13.47	3.65	17.12	0.00
St. Louis	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Washington	13.47	3.65	17.12	13.47	3.65	17.12	0.00

TABLE 22. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 222: Mechanic or welder

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Becker	11.02	1.18	12.20	10.63	1.57	12.20	0.00
Beltrami	10.30	0.00	10.30	10.00	0.00	10.00	-0.30
Blue Earth	11.07	0.96	12.03	16.21	3.65	19.86	7.83
Brown	11.36	0.55	11.91	9.65	1.60	11.25	-0.66
Carlton	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Carver	11.07	0.96	12.03	17.72	3.65	21.37	9.34
Cass	11.02	1.18	12.20	16.21	3.65	19.86	7.66
Chippewa	10.91	0.72	11.63	11.04	1.57	12.61	0.98
Clay	11.02	1.18	12.20	13.71	3.65	17.36	5.16
Clearwater	10.30	0.00	10.30	10.00	0.00	10.00	-0.30
Cook	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Cottonwood	9.98	0.00	9.98	9.65	1.60	11.25	1.27
Dakota	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Dodge	11.07	0.96	12.03	16.21	3.65	19.86	7.83
Douglas	10.91	0.72	11.63	13.00	0.00	13.00	1.37
Faribault	11.07	0.96	12.03	16.21	3.65	19.86	7.83
Freeborn	11.07	0.96	12.03	16.21	3.65	19.86	7.83
Grant	10.91	0.72	11.63	13.00	0.00	13.00	1.37
Hennepin	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Hubbard	11.02	1.18	12.20	13.71	3.65	17.36	5.16
Kandiyohi	10.91	0.72	11.63	10.10	0.00	10.10	-1.53
Kittson	10.30	0.00	10.30	10.63	1.57	12.20	1.90
Lac Qui Parle	10.91	0.72	11.63	10.10	0.00	10.10	-1.53
Lake	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Le Sueur	11.07	0.96	12.03	16.21	3.65	19.86	7.83
Lincoln	9.98	0.00	9.98	9.65	1.60	11.25	1.27
Lk of the Wds	10.30	0.00	10.30	10.00	0.00	10.00	-0.30
Lyon	9.98	0.00	9.98	9.65	1.60	11.25	1.27
Mahnomen	10.30	0.00	10.30	10.63	1.57	12.20	1.90
Marshall	10.30	0.00	10.30	10.63	1.57	12.20	1.90
Murray	9.98	0.00	9.98	9.65	1.60	11.25	1.27
Norman	10.30	0.00	10.30	13.71	3.65	17.36	7.06
Otter Tail	11.02	1.18	12.20	10.63	1.57	12.20	0.00
Pennington	10.30	0.00	10.30	10.63	1.57	12.20	1.90
Pipestone	9.98	0.00	9.98	9.65	1.60	11.25	1.27
Polk	10.30	0.00	10.30	9.65	0.85	10.50	0.20
Pope	10.91	0.72	11.63	13.00	0.00	13.00	1.37
Ramsey	17.72	3.65	21.37	17.72	3.65	21.37	0.00

TABLE 22. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 222: Mechanic or welder  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Red Lake	10.30	0.00	10.30	13.16	3.10	16.26	5.96
Redwood	9.98	0.00	9.98	11.04	1.57	12.61	2.63
Renville	10.91	0.72	11.63	11.04	1.57	12.61	0.98
Roseau	10.30	0.00	10.30	10.00	0.00	10.00	-0.30
Scott	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Sibley	11.07	0.96	12.03	16.21	3.65	19.86	7.83
Steele	11.07	0.96	12.03	16.21	3.65	19.86	7.83
Stevens	10.91	0.72	11.63	13.00	0.00	13.00	1.37
St. Louis	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Swift	10.91	0.72	11.63	11.04	1.57	12.61	0.98
Todd	11.02	1.18	12.20	10.63	1.57	12.20	0.00
Traverse	10.91	0.72	11.63	13.00	0.00	13.00	1.37
Wadena	11.02	1.18	12.20	13.71	3.65	17.36	5.16
Waseca	11.07	0.96	12.03	16.21	3.65	19.86	7.83
Washington	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Wilkin	11.02	1.18	12.20	11.00	0.00	11.00	-1.20
Winona	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Yellow Med.	9.98	0.00	9.98	11.04	1.57	12.61	2.63

TABLE 23. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 223: Oilers

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	13.47	3.65	17.12 [12]	13.47	3.65	17.12	0.00
Carlton	12.77	3.65	16.42 [12]	12.77	3.65	16.42	0.00
Cook	13.47	3.65	17.12 [12]	13.47	3.65	17.12	0.00
Dakota	13.47	3.65	17.12 [12]	13.47	3.65	17.12	0.00
Hennepin	13.47	3.65	17.12 [12]	13.47	3.65	17.12	0.00
Lake	13.47	3.65	17.12 [12]	13.47	3.65	17.12	0.00
Ramsey	13.47	3.65	17.12 [12]	13.47	3.65	17.12	0.00
Scott	13.47	3.65	17.12 [12]	13.47	3.65	17.12	0.00
St. Louis	13.47	3.65	17.12 [12]	13.47	3.65	17.12	0.00
Washington	13.47	3.65	17.12 [12]	13.47	3.65	17.12	0.00

TABLE 24. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 224: Pick up sweeper

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	17.72	3.65	21.37 [13]	17.72	3.65	21.37	0.00
Becker	10.03	1.03	11.06	11.20	2.15	13.35	2.29
Carlton	16.21	3.65	19.86 [13]	16.21	3.65	19.86	0.00
Cass	10.03	1.03	11.06	13.71	3.65	17.36	6.30
Clay	10.03	1.03	11.06	11.20	2.15	13.35	2.29
Dakota	17.72	3.65	21.37 [13]	17.72	3.65	21.37	0.00
Hennepin	17.72	3.65	21.37 [13]	17.72	3.65	21.37	0.00
Hubbard	10.03	1.03	11.06	13.71	3.65	17.36	6.30
Lake	17.72	3.65	21.37 [13]	17.72	3.65	21.37	0.00
Otter Tail	10.03	1.03	11.06	11.20	2.15	13.35	2.29
Ramsey	17.72	3.65	21.37 [13]	17.72	3.65	21.37	0.00
Scott	17.72	3.65	21.37 [13]	17.72	3.65	21.37	0.00
St. Louis	17.72	3.65	21.37 [13]	17.72	3.65	21.37	0.00
Todd	10.03	1.03	11.06	9.78	2.55	12.33	1.27
Washington	17.72	3.65	21.37 [13]	17.72	3.65	21.37	0.00
Wilkin	10.03	1.03	11.06	11.20	2.15	13.35	2.29

TABLE 25. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 228: Roller operator, over six tons

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Chippewa	10.50	0.86	11.36	9.30	0.56	9.86	-1.50
Kandiyohi	10.50	0.86	11.36	9.30	0.56	9.86	-1.50
Lac Qui Parle	10.50	0.86	11.36	10.10	0.00	10.10	-1.26
Pope	10.50	0.86	11.36	9.30	0.56	9.86	-1.50
Renville	10.50	0.86	11.36	11.14	1.20	12.34	0.98
Stevens	10.50	0.86	11.36	9.30	0.56	9.86	-1.50
Swift	10.50	0.86	11.36	9.30	0.56	9.86	-1.50

TABLE 26. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 229: Scraper, 32 cu. yds. and over

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Becker	10.24	0.00	10.24 [14]	10.00	0.00	10.00	-0.24
Beltrami	12.53	1.90	14.43 [14]	13.82	3.65	17.47	3.04
Blue Earth	9.93	0.57	10.50 [14]	16.34	3.65	19.99	9.49
Carlton	16.34	3.65	19.99	16.34	3.65	19.99	0.00
Cass	10.24	0.00	10.24 [14]	16.34	3.65	19.99	9.75
Clay	10.24	0.00	10.24 [14]	10.00	0.00	10.00	-0.24
Clearwater	12.53	1.90	14.43 [14]	10.00	0.00	10.00	-4.43
Cook	17.84	3.65	21.49	17.84	3.65	21.49	0.00
Dodge	9.93	0.57	10.50 [14]	16.34	3.65	19.99	9.49
Faribault	9.93	0.57	10.50 [14]	16.34	3.65	19.99	9.49
Freeborn	9.93	0.57	10.50 [14]	16.34	3.65	19.99	9.49
Hubbard	10.24	0.00	10.24 [14]	13.82	3.65	17.47	7.23
Kittson	12.53	1.90	14.43 [14]	13.82	3.65	17.47	3.04
Lake	17.84	3.65	21.49	17.84	3.65	21.49	0.00
Le Sueur	9.93	0.57	10.50 [14]	17.21	1.55	18.76	8.26
Lk of the Wds	12.53	1.90	14.43 [14]	10.00	0.00	10.00	-4.43
Mahnomen	12.53	1.90	14.43 [14]	10.00	0.00	10.00	-4.43
Marshall	12.53	1.90	14.43 [14]	10.00	0.00	10.00	-4.43
Norman	12.53	1.90	14.43 [14]	10.00	0.00	10.00	-4.43
Otter Tail	10.24	0.00	10.24 [14]	13.82	3.65	17.47	7.23
Pennington	12.53	1.90	14.43 [14]	10.00	0.00	10.00	-4.43
Polk	12.53	1.90	14.43 [14]	13.82	3.65	17.47	3.04
Red Lake	12.53	1.90	14.43 [14]	13.16	3.10	16.26	1.83
Roseau	12.53	1.90	14.43 [14]	10.00	0.00	10.00	-4.43
Sibley	9.93	0.57	10.50 [14]	9.98	0.57	10.55	0.05
Steele	9.93	0.57	10.50 [14]	16.34	3.65	19.99	9.49
St. Louis	17.84	3.65	21.49	17.84	3.65	21.49	0.00
Wadena	10.24	0.00	10.24 [14]	13.82	3.65	17.47	7.23
Waseca	9.93	0.57	10.50 [14]	16.34	3.65	19.99	9.49
Winona	16.34	3.65	19.99	16.34	3.65	19.99	0.00

TABLE 27. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 231: Rubber tired tractor, back hoe

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Brown	11.37	0.00	11.37	13.71	3.65	17.36	5.99
Carlton	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Dakota	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Fillmore	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Goodhue	16.21	3.65	19.86	12.00	0.00	12.00	-7.86
Hennepin	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Houston	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Lake	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Mower	16.21	3.65	19.86	12.00	1.20	13.20	-6.66
Olmsted	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Ramsey	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Scott	17.72	3.65	21.37	17.72	3.65	21.37	0.00
St. Louis	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Wabasha	16.21	3.65	19.86	12.00	1.20	13.20	-6.66
Washington	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Winona	16.21	3.65	19.86	16.21	3.65	19.86	0.00

TABLE 28. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 232: Shouldering machine operator

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Blue Earth	9.51	1.03	10.54	13.64	3.65	17.29	6.75
Carver	9.51	1.03	10.54	6.50	0.00	6.50	-4.04
Cook	14.68	3.65	18.33	14.00	0.00	14.00	-4.33
Dodge	9.51	1.03	10.54	13.64	3.65	17.29	6.75
Faribault	9.51	1.03	10.54	12.85	2.10	14.95	4.41
Freeborn	9.51	1.03	10.54	13.64	3.65	17.29	6.75
Lake	14.68	3.65	18.33	14.00	0.00	14.00	-4.33
Le Sueur	9.51	1.03	10.54	12.85	2.10	14.95	4.41
Sibley	9.51	1.03	10.54	12.00	1.20	13.20	2.66
Steele	9.51	1.03	10.54	13.64	3.65	17.29	6.75
St. Louis	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Waseca	9.51	1.03	10.54	12.00	1.20	13.20	2.66

TABLE 29. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 234: Turnapull operator

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Blue Earth	13.58	0.00	13.58	12.00	1.20	13.20	-0.38
Brown	11.04	0.55	11.59	11.75	0.80	12.55	0.96
Carver	13.58	0.00	13.58	17.72	3.65	21.37	7.79
Cottonwood	9.91	0.00	9.91	11.75	0.80	12.55	2.64
Dakota	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Douglas	9.87	0.55	10.42	13.71	3.65	17.36	6.94
Grant	9.87	0.55	10.42	13.71	3.65	17.36	6.94
Hennepin	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Kandiyohi	9.87	0.55	10.42	13.71	3.65	17.36	6.94
Murray	9.91	0.00	9.91	14.71	1.55	16.26	6.35
Pope	9.87	0.55	10.42	13.71	3.65	17.36	6.94
Ramsey	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Redwood	9.91	0.00	9.91	14.71	1.55	16.26	6.35
Scott	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Sibley	13.58	0.00	13.58	17.21	1.55	18.76	5.18
Stevens	9.87	0.55	10.42	13.71	3.65	17.36	6.94
Todd	12.28	2.40	14.68	13.71	3.65	17.36	2.68
Traverse	9.87	0.55	10.42	13.71	3.65	17.36	6.94
Washington	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Yellow Med.	9.91	0.00	9.91	14.71	1.55	16.26	6.35

TABLE 30. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 235: Tractor operator, D2/TD6/etc.

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Becker	11.00	0.00	11.00	6.25	1.55	7.80	-3.20
Brown	9.93	0.55	10.48	12.00	3.65	15.65	5.17
Clay	11.00	0.00	11.00	6.25	1.55	7.80	-3.20
Cook	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Dakota	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Fillmore	13.64	3.65	17.29	13.64	3.65	17.29	0.00
Goodhue	13.64	3.65	17.29	13.64	3.65	17.29	0.00
Hennepin	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Houston	13.64	3.65	17.29	13.64	3.65	17.29	0.00
Lake	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Mower	13.64	3.65	17.29	13.64	3.65	17.29	0.00
Olmsted	13.64	3.65	17.29	13.64	3.65	17.29	0.00
Otter Tail	11.00	0.00	11.00	6.25	1.55	7.80	-3.20
Ramsey	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Scott	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Wabasha	13.64	3.65	17.29	13.64	3.65	17.29	0.00
Washington	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Wilkin	11.00	0.00	11.00	6.25	1.55	7.80	-3.20
Winona	13.64	3.65	17.29	13.64	3.65	17.29	0.00

TABLE 31. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 236: Tractor operator, over D2/TD6/etc.

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Becker	11.05	1.47	12.52	10.00	0.00	10.00	-2.52
Brown	10.70	0.55	11.25	11.75	0.80	12.55	1.30
Carlton	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Cass	11.05	1.47	12.52	15.66	0.00	15.66	3.14
Clay	11.05	1.47	12.52	13.71	3.65	17.36	4.84
Cook	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Dakota	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Fillmore	16.21	3.65	19.86	16.96	1.55	18.51	-1.35
Goodhue	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Hennepin	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Houston	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Hubbard	11.05	1.47	12.52	13.71	3.65	17.36	4.84
Lake	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Mower	16.21	3.65	19.86	12.00	1.20	13.20	-6.66
Olmsted	16.21	3.65	19.86	16.96	1.55	18.51	-1.35
Otter Tail	11.05	1.47	12.52	11.04	1.57	12.61	0.09
Ramsey	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Scott	17.72	3.65	21.37	17.72	3.65	21.37	0.00
St. Louis	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Todd	11.05	1.47	12.52	13.71	3.65	17.36	4.84
Wabasha	16.21	3.65	19.86	16.21	3.65	19.86	0.00
Wadena	11.05	1.47	12.52	13.71	3.65	17.36	4.84
Washington	17.72	3.65	21.37	17.72	3.65	21.37	0.00
Wilkin	11.05	1.47	12.52	12.00	0.00	12.00	-0.52
Winona	16.21	3.65	19.86	16.21	3.65	19.86	0.00

TABLE 32. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 237: Power actuated augers

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Dakota	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Hennepin	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Ramsey	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Scott	14.68	3.65	18.33	14.68	3.65	18.33	0.00
Washington	14.68	3.65	18.33	14.68	3.65	18.33	0.00

TABLE 33. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 238: Truck crane oiler

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Carlton	12.77	3.65	16.42	12.77	3.65	16.42	0.00
Dakota	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Hennepin	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Lake	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Ramsey	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Scott	13.47	3.65	17.12	13.47	3.65	17.12	0.00
St. Louis	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Washington	13.47	3.65	17.12	13.47	3.65	17.12	0.00
Winona	12.77	3.65	16.42	12.77	3.65	16.42	0.00

TABLE 34. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 301: Bitum. distributor driver

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	15.15	2.65	17.80	15.50	2.73	18.23	0.43
Becker	10.18	1.03	11.21	11.07	2.15	13.22	2.01
Beltrami	9.51	1.03	10.54	10.82	2.65	13.47	2.93
Blue Earth	9.94	0.00	9.94	7.00	0.00	7.00	-2.94
Carlton	14.20	2.65	16.85	14.20	2.65	16.85	0.00
Carver	9.94	0.00	9.94	10.20	0.85	11.05	1.11
Cass	10.18	1.03	11.21	12.58	1.57	14.15	2.94
Chippewa	10.11	1.03	11.14	10.23	1.57	11.80	0.66
Clay	10.18	1.03	11.21	11.07	2.15	13.22	2.01
Clearwater	9.51	1.03	10.54	8.66	0.85	9.51	-1.03
Cottonwood	8.34	0.75	9.09	9.84	1.60	11.44	2.35
Dakota	15.15	2.65	17.80	15.50	2.73	18.23	0.43
Douglas	10.11	1.03	11.14	10.23	1.57	11.80	0.66
Faribault	9.94	0.00	9.94	7.00	0.00	7.00	-2.94
Freeborn	9.94	0.00	9.94	7.00	0.00	7.00	-2.94
Grant	10.11	1.03	11.14	10.23	1.57	11.80	0.66
Hennepin	15.15	2.65	17.80	15.50	2.73	18.23	0.43
Hubbard	10.18	1.03	11.21	7.25	0.33	7.58	-3.63
Kandiyohi	10.11	1.03	11.14	10.23	1.57	11.80	0.66
Kittson	9.51	1.03	10.54	10.15	2.30	12.45	1.91
Lac Qui Parle	10.11	1.03	11.14	10.23	1.57	11.80	0.66
Lake	15.15	2.65	17.80	15.15	2.65	17.80	0.00
Le Sueur	9.94	0.00	9.94	7.00	0.00	7.00	-2.94
Lincoln	8.34	0.75	9.09	9.84	1.60	11.44	2.35
Lk of the Wds	9.51	1.03	10.54	10.82	2.65	13.47	2.93
Lyon	8.34	0.75	9.09	9.84	1.60	11.44	2.35
Mahnomen	9.51	1.03	10.54	10.64	1.90	12.54	2.00
Marshall	9.51	1.03	10.54	10.23	1.57	11.80	1.26
Murray	8.34	0.75	9.09	9.84	1.60	11.44	2.35
Norman	9.51	1.03	10.54	11.07	2.15	13.22	2.68
Otter Tail	10.18	1.03	11.21	10.23	1.57	11.80	0.59
Pennington	9.51	1.03	10.54	8.66	0.85	9.51	-1.03
Pipestone	8.34	0.75	9.09	9.84	1.60	11.44	2.35
Polk	9.51	1.03	10.54	10.64	1.90	12.54	2.00
Ramsey	15.15	2.65	17.80	15.50	2.73	18.23	0.43
Red Lake	9.51	1.03	10.54	8.66	0.85	9.51	-1.03
Redwood	8.34	0.75	9.09	10.23	1.57	11.80	2.71
Renville	10.11	1.03	11.14	10.23	1.57	11.80	0.66
Roseau	9.51	1.03	10.54	10.15	2.30	12.45	1.91

TABLE 34. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 301: Bitum. distributor driver  
(continued)

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Scott	15.15	2.65	17.80	15.50	2.73	18.23	0.43
Sherburne	15.15	2.65	17.80	15.50	2.73	18.23	0.43
Sibley	9.94	0.00	9.94	10.23	1.57	11.80	1.86
St. Louis	15.15	2.65	17.80	15.15	2.65	17.80	0.00
Swift	10.11	1.03	11.14	10.23	1.57	11.80	0.66
Todd	10.18	1.03	11.21	10.23	1.57	11.80	0.59
Wadena	10.18	1.03	11.21	10.23	1.57	11.80	0.59
Waseca	9.94	0.00	9.94	7.00	0.00	7.00	-2.94
Washington	15.15	2.65	17.80	15.50	2.73	18.23	0.43
Wilkin	10.18	1.03	11.21	9.50	0.00	9.50	-1.71
Winona	13.35	2.65	16.00	13.35	2.65	16.00	0.00
Wright	15.15	2.65	17.80	15.50	2.73	18.23	0.43
Yellow Med.	8.34	0.75	9.09	10.23	1.57	11.80	2.71

TABLE 35. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 302: Dumpman

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Carlton	13.95	2.65	16.60	9.49	1.57	11.06	-5.54
St. Louis	14.90	2.65	17.55	9.49	1.57	11.06	-6.49

TABLE 36. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 304: Self propelled packer operator

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Blue Earth	8.83	1.03	9.86 [15]	9.55	1.57	11.12	1.26
Faribault	8.83	1.03	9.86 [15]	9.55	1.57	11.12	1.26
Renville	9.43	0.88	10.31	10.17	1.55	11.72	1.41

TABLE 37. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 306: Single axle or two axle unit

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates
	Base	Fringe	Total	Base	Fringe	Total	
Anoka	14.90	2.65	17.55	15.25	2.73	17.98	0.43
Big Stone	9.34	0.00	9.34	8.75	0.56	9.31	-0.03
Carlton	13.95	2.65	16.60	13.95	2.65	16.60	0.00
Chippewa	9.34	0.00	9.34	8.57	0.56	9.13	-0.21
Dakota	14.90	2.65	17.55	15.25	2.73	17.98	0.43
Goodhue	13.15	2.65	15.80 [16]	13.15	2.65	15.80	0.00
Hennepin	14.90	2.65	17.55	15.25	2.73	17.98	0.43
Kandiyohi	9.34	0.00	9.34	8.75	0.56	9.31	-0.03
Lake	14.90	2.65	17.55	14.90	2.65	17.55	0.00
Pope	9.34	0.00	9.34	8.75	0.56	9.31	-0.03
Ramsey	14.90	2.65	17.55	15.25	2.73	17.98	0.43
Scott	14.90	2.65	17.55	15.25	2.73	17.98	0.43
Sherburne	14.90	2.65	17.55	15.25	2.73	17.98	0.43
Stevens	9.34	0.00	9.34	8.75	0.56	9.31	-0.03
St. Louis	14.90	2.65	17.55	14.90	2.65	17.55	0.00
Swift	9.34	0.00	9.34	8.75	0.56	9.31	-0.03
Washington	14.90	2.65	17.55	15.25	2.73	17.98	0.43
Wright	14.90	2.65	17.55	15.25	2.73	17.98	0.43

TABLE 38. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 308: Four axle unit

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates	
	Base	Fringe	Total	Base	Fringe	Total		
Anoka	15.25	2.65	17.90	[17]	15.60	2.73	18.33	0.43
Beltrami	8.60	1.03	9.63		10.45	2.30	12.75	3.12
Benton	11.91	2.65	14.56	[17]	12.21	2.73	14.94	0.38
Blue Earth	9.60	1.03	10.63		10.50	1.20	11.70	1.07
Carlton	14.30	2.65	16.95	[17]	14.30	2.65	16.95	0.00
Carver	9.60	1.03	10.63		10.70	0.00	10.70	0.07
Clearwater	8.60	1.03	9.63		10.45	2.30	12.75	3.12
Cook	15.25	2.65	17.90	[17]	15.25	2.65	17.90	0.00
Dakota	15.25	2.65	17.90	[17]	15.60	2.73	18.33	0.43
Faribault	9.60	1.03	10.63		10.50	1.20	11.70	1.07
Fillmore	13.45	2.65	16.10	[17]	9.35	0.00	9.35	-6.75
Goodhue	13.45	2.65	16.10	[17]	13.45	2.65	16.10	0.00
Hennepin	15.25	2.65	17.90	[17]	15.60	2.73	18.33	0.43
Houston	13.45	2.65	16.10	[17]	9.35	0.00	9.35	-6.75
Lake	15.25	2.65	17.90	[17]	15.25	2.65	17.90	0.00
Le Sueur	9.60	1.03	10.63		10.50	1.20	11.70	1.07
Marshall	8.60	1.03	9.63		10.45	2.30	12.75	3.12
Olmsted	13.45	2.65	16.10	[17]	9.35	0.00	9.35	-6.75
Pennington	8.60	1.03	9.63		10.45	2.30	12.75	3.12
Polk	8.60	1.03	9.63		10.45	2.30	12.75	3.12
Ramsey	15.25	2.65	17.90	[17]	15.60	2.73	18.33	0.43
Red Lake	8.60	1.03	9.63		10.45	2.30	12.75	3.12
Scott	15.25	2.65	17.90	[17]	15.60	2.73	18.33	0.43
Sherburne	15.25	2.65	17.90	[17]	15.60	2.73	18.33	0.43
Sibley	9.60	1.03	10.63		10.92	2.65	13.57	2.94
Stearns	11.91	2.65	14.56	[17]	12.21	2.73	14.94	0.38
St. Louis	15.25	2.65	17.90	[17]	15.25	2.65	17.90	0.00
Wabasha	13.45	2.65	16.10	[17]	9.35	0.00	9.35	-6.75
Waseca	9.60	1.03	10.63		10.50	1.20	11.70	1.07
Washington	15.25	2.65	17.90	[17]	15.60	2.73	18.33	0.43
Winona	13.45	2.65	16.10	[17]	9.35	0.00	9.35	-6.75
Wright	15.25	2.65	17.90	[17]	15.60	2.73	18.33	0.43

TABLE 39. HIGHWAY AND HEAVY CONSTRUCTION  
Classification 404: Carpenter

County	Federal Prevailing Wage Rates			Minnesota Prevailing Wage Rates			Variation in Rates	
	Base	Fringe	Total	Base	Fringe	Total		
Anoka	17.36	4.12	21.48		17.96	4.62	22.58	1.10
Becker	11.73	1.44	13.17		14.62	3.25	17.87	4.70
Beltrami	9.50	0.00	9.50		13.42	2.95	16.37	6.87
Big Stone	12.85	0.95	13.80		15.42	1.30	16.72	2.92
Blue Earth	13.19	1.29	14.48		17.58	1.35	18.93	4.45
Brown	11.37	0.00	11.37		16.37	0.00	16.37	5.00
Carlton	17.33	2.35	19.68		17.63	3.15	20.78	1.10
Carver	13.19	1.29	14.48		17.96	4.62	22.58	8.10
Cass	11.73	1.44	13.17		15.87	0.00	15.87	2.70
Chippewa	12.85	0.95	13.80		15.42	1.30	16.72	2.92
Chisago	17.36	4.12	21.48		17.96	4.62	22.58	1.10
Clay	11.73	1.44	13.17		16.52	2.15	18.67	5.50
Clearwater	9.50	0.00	9.50		15.87	0.00	15.87	6.37
Cook	16.53	2.90	19.43		19.43	0.00	19.43	0.00
Cottonwood	11.37	0.00	11.37		15.37	1.35	16.72	5.35
Dakota	17.36	4.12	21.48		17.96	4.62	22.58	1.10
Dodge	13.19	1.29	14.48		15.23	3.85	19.08	4.60
Douglas	12.85	0.95	13.80		15.37	1.35	16.72	2.92
Faribault	13.19	1.29	14.48		16.23	2.85	19.08	4.60
Freeborn	13.19	1.29	14.48		16.23	0.00	16.23	1.75
Grant	12.85	0.95	13.80		15.37	1.35	16.72	2.92
Hennepin	17.36	4.12	21.48		17.96	4.62	22.58	1.10
Hubbard	11.73	1.44	13.17		15.87	0.00	15.87	2.70
Kandiyohi	12.85	0.95	13.80		15.42	1.30	16.72	2.92
Lac Qui Parle	12.85	0.95	13.80		14.92	1.30	16.22	2.42
Le Sueur	13.19	1.29	14.48		17.58	1.35	18.93	4.45
Lincoln	11.37	0.00	11.37		11.50	0.50	12.00	0.63
Lk of the Wds	9.50	0.00	9.50		15.07	1.55	16.62	7.12
Lyon	11.37	0.00	11.37		11.50	0.50	12.00	0.63
Mahnomen	9.50	0.00	9.50		13.92	2.95	16.87	7.37
Murray	11.37	0.00	11.37		15.37	1.35	16.72	5.35
Norman	9.50	0.00	9.50		13.92	2.95	16.87	7.37
Otter Tail	11.73	1.44	13.17		14.62	3.25	17.87	4.70
Pipestone	11.37	0.00	11.37		11.50	0.50	12.00	0.63
Polk	9.50	0.00	9.50		13.92	2.95	16.87	7.37
Pope	12.85	0.95	13.80		15.37	1.35	16.72	2.92
Ramsey	17.36	4.12	21.48		17.96	4.62	22.58	1.10
Redwood	11.37	0.00	11.37		16.37	0.00	16.37	5.00
Renville	12.85	0.95	13.80		16.37	0.00	16.37	2.57

# END NOTES

- [1] Laborer, unskilled
- [2] 600 CFM or over
- [3] Less than three cubic yards manufacturing rated capacity
- [4] Cranes, derricks and draglines
- [5] Bituminous spreader and finishing (power)
- [6] Multiple blade
- [7] Crushing and screening plant
- [8] Frontend loader, over one cubic yard
- [9] Frontend loader, less than one cubic yard
- [10] Grader finish; motor grader; and motor patrols
- [11] Grader operator; blade operator
- [12] Power shovel, crane, dragline
- [13] Hopper capacity of one cubic yard and over
- [14] Scrapers
- [15] Packer
- [16] Single axles
- [17] Tri-axles (including four axles)
- [18] Electrical work less than \$150,000
- [19] Brush; roller