

**CITY OF EL PASO, TEXAS**  
**DEPARTMENT HEAD'S SUMMARY REQUEST FOR COUNCIL ACTION (RCA)**

**DEPARTMENT:** Engineering

**AGENDA DATE:** June 3, 2008

**CONTACT PERSON/PHONE:** R. Alan Shubert, City Engineer (X4423)

**DISTRICT(S) AFFECTED:** Citywide

**SUBJECT:**

Establishing City of El Paso prevailing wage rates for both building and heavy/highway construction.

**BACKGROUND / DISCUSSION:**

The City of El Paso's wage scale that is used on all building projects was approved by City Council on March 5, 1999. These building wage rates have not been updated and are still in effect. The City has never established prevailing wage rates for Highway/Heavy types of construction; therefore, the City currently uses the Federal Davis Bacon wage rates for non-building construction.

The County of El Paso proposed a cooperative effort to complete a survey to update wages for the use of governmental agencies within the County of El Paso. Council supported this cooperative venture and approved an interlocal agreement on November 5, 2007. This cooperative survey was designed to update/establish both the building and heavy/highway prevailing wage rates. Since the fall of 2007 the City has been working on a committee to conduct a survey of the wage rates for the various classifications of workers. The committee was made up of representatives from the County, the City, the Hospital District, and YISD. Although all governmental contracting entities were invited to participate, some, such as EPISD, had already conducted their own survey and elected not to participate. Besides the governmental entities private contractors, such as C.F. Jordan, J.P. Company, Diversified Interiors, and Karlsrueher, Inc., also participated in the survey effort. Additionally, representative(s) from the Associated General Contractors, the Building Trades Association, the Electrical Workers, and the Plumbers' Union also participated.

The County Attorney's Office hosted all meetings, did all mailings and reproduction at their expense, and provided database support for the data analysis tasks. Cygne Nemir, the Executive Division Chief of the County Attorney's Office managed the entire process. County Attorney Jose Rodriguez made several visits to the committee meetings to emphasize the importance of the process.

The survey process consisted of designing two survey forms, one for building trades and another for heavy/highway trades and then sending them out to a list of over 900 local contractors. Follow-up post cards were mailed and there were some public service media spots to encourage participation.

The contractors were asked to submit the project peak week payroll for their various trades during calendar year 2007. Additionally, they were to submit copies of their company payrolls along with a certification that the information was accurate. Approximately 75 surveys were returned. The committee validated the completeness and authenticity of each survey and the data was entered into a database. The database was used to calculate the mean, median and mode of each classification's submitted wage rates. The data was divided so that only the wage surveys from construction projects within the applicable jurisdiction were used. For example, only construction projects within the City limits were used to compute the proposed City prevailing wage rate.

The results of the survey have been compiled and it is recommended that Council approve the prevailing wage rates and the associated definitions of the various job classifications. The wage rates and the definitions will be used to ensure that contractors working on City projects pay their workers in accordance with the approved prevailing wage rates. Engineering, Project Compliance, has the responsibility to check worker payrolls and interview workers to ensure correct wage rates are being paid. If there is a discrepancy and a worker is not paid correctly, the Project

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Compliance Office will ensure that any required pay restitutions are completed before the final project payment is made to the contractor.

The County Commissioners approved the County wage rates on May 12, 2008 based on this survey's data.

**PRIOR COUNCIL ACTION:**

City-County Interlocal Agreement dated November 5, 2007

**AMOUNT AND SOURCE OF FUNDING:**

Not applicable.

**BOARD / COMMISSION ACTION:**

N/A

\*\*\*\*\* REQUIRED AUTHORIZATION \*\*\*\*\*

**LEGAL:** (if required) \_\_\_\_\_ **FINANCE:** (if required) \_\_\_\_\_

**DEPARTMENT HEAD:** \_\_\_\_\_  
*(Handwritten signature)*

(Example: if RCA is initiated by Engineering, client department should sign also)

*Information copy to appropriate Deputy City Manager*

**APPROVED FOR AGENDA:**

**CITY MANAGER:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

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**RESOLUTION**

**WHEREAS**, the City of El Paso is required by Chapter 2258 of the Texas Government Code to determine the prevailing rate of per diem wages for each craft or type of worker within the geographic limits of the City for construction of public works;

**WHEREAS**, pursuant to Texas Government Code Section 2258.022(a)(1) and in conjunction with other local governmental bodies, the City conducted a survey of wages received by classes of workers employed on projects of a character similar to the contract work performed within the El Paso city limits; and

**WHEREAS**, the City, along with a representative group of contractor and craft/union leaders, reviewed the survey results within the El Paso city limits and the rates established by the U.S. Department of Labor in accordance with the Davis Bacon Act, and agreed to recommend the rates attached hereto as Exhibit A for each craft or type of worker for Building Construction Trades and Heavy Construction and the definitions of the work performed by each craft or type of worker attached hereto as Exhibit B.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EL PASO:**

That the Purchasing Manager is authorized to specify the wage rates attached hereto as Exhibit A for each craft or type of worker for Building Construction Trades and Heavy Construction in the call for bids for any public works contract and in the contract itself and that the City Engineer be authorized to clarify the definitions of work performed by each craft or type of worker attached hereto as Exhibit B, if necessary.

**PASSED AND APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2008.

**THE CITY OF EL PASO**

\_\_\_\_\_  
John Cook  
Mayor

**ATTEST:**

\_\_\_\_\_  
Richarda D. Momsen  
Municipal Clerk

**APPROVED AS TO FORM:**

Bertha A. Ontiveros  
Bertha A. Ontiveros  
Assistant City Attorney

**APPROVED AS TO CONTENT:**

R. Alan Shubert  
R. Alan Shubert, P.E., C.B.O.  
City Engineer

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## 2008 Building Construction Trades Wage Rates

City of El Paso, Texas

CLASSIFICATION	BASE WAGE PER HOUR	TOTAL FRINGES PER HOUR	HOURLY PREVAILING WAGE RATE	PER DIEM WAGE RATE
Automatic Fire Sprinkler Fitter	25.30	13.30	38.60	308.80
Brick masons and Block masons	17.94	-	17.94	143.52
Carpenters – Acoustical Ceiling	12.00	0.50	12.50	100.00
Carpenter – Rough	14.71	-	14.71	117.68
Carpenter – All Other Work	17.17	-	17.17	137.36
Caulker / Sealers	10.00	-	10.00	80.00
Door & Hardware and Locksmith	12.00	1.35	13.35	106.80
Drywall and Ceiling Tile	12.00	0.50	12.50	100.00
Drywall Finishers & Tapers	12.00	0.50	12.50	100.00
Electrician	19.09	6.45	25.54	204.32
Electronic Technician	18.43	1.01	19.44	155.52
Elevator Installers and Repairers	31.35	15.10	46.45	371.6
Floor Layers–Carpet & Resilient	11.50	-	11.50	92.00
Floor Layers – Specialty	11.50	-	11.50	92.00
Floor Layers – Wood	11.50	-	11.50	92.00
Fork Lift Operator	9.37	-	9.37	74.96
Glaziers	10.00	-	10.00	80.00
Hazardous Materials Removal	10.00	-	10.00	80.00
HVAC & Refrigeration Mechanics	22.00	-	22.00	176.00
Insulation Workers – Mechanical	10.00	-	10.00	80.00
Irrigator	14.92	-	14.92	119.36
Laborer, Common	8.00	0.50	8.50	68.00
Laborer, Skilled	9.00	0.50	9.50	76.00
Man-lift Operator	12.13	-	12.13	97.04
Masons, Cement Finishers	11.91	-	11.91	95.28
Mason, Rock and Stone	9.00	-	9.00	72.00
Painters	10.00	0.50	10.50	84.00
Paper Hanger	10.00	0.50	10.50	84.00
Pipe layers	15.00	-	15.00	120.00
Pipe Fitters and Steamfitters	20.50	7.95	28.45	227.6

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ATTACHMENT "A"

CLASSIFICATION	BASE WAGE PER HOUR	TOTAL FRINGES PER HOUR	HOURLY PREVAILING WAGE RATE	PER DIEM WAGE RATE
Plaster and Stucco Applicator	13.00	0.50	13.50	108.00
Plumbers	20.50	7.95	28.45	227.60
Reinforcing Iron and Rebar	11.00	-	11.00	88.00
Roofers	10.25	-	10.25	82.00
Sheet Metal Workers	15.00	12.16	27.16	217.28
Structural Iron & Steel Workers	10.59	-	10.59	84.72
Tile and Marble Setters	12.00	-	12.00	96.00
Truck Drivers, Heavy and Tractor-Trailer	14.69	-	14.69	117.62
Truck Drivers, Light < 26,000	9.00	-	9.00	72.00

All persons required to be licensed or certified must meet those qualifications to be paid the associated rate.

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## CITY OF EL PASO, TEXAS

**2008 Paving and Street Construction, Dirt Work,  
Heavy Construction, Pipeline Work, Highway  
Wage Rates**

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CLASSIFICATION	BASE WAGE PER HOUR	TOTAL FRINGES PER HOUR	HOURLY PREVAILING WAGE RATE	PER DIEM WAGE RATE
Asphalt Distributor Operator	12.50	-	12.50	100.00
Asphalt Paving Machine Operator	11.41	-	11.41	91.28
Asphalt Raker	10.00	-	10.00	80.00
Backhoe Operator	11.00	0.50	11.50	92.00
Bulldozer Operator	10.22	-	10.22	81.76
Concrete Finisher (Paving and Structures)	10.50	-	10.50	84.00
Concrete Paving Finishing Machine	14.00	-	14.00	112.00
Crane Operator	12.00	-	12.00	96.00
Electrician	19.76	6.19	25.95	207.60
Excavator Operator	16.10	-	16.10	128.80
Form Builder/Setter	12.21	0.95	13.16	105.28
Form Setter (Paving and Curb)	12.00	-	12.00	96.00
Front End Loader	11.00	-	11.00	88.00
Laborer (Common)	8.25	-	8.25	66.00
Laborer (Skilled)	9.72	-	9.72	77.76
Mechanic	14.00	-	14.00	112.00
Motor Grader Operator, Fine Grade	16.00	-	16.00	128.00
Pipe Layer	10.25	-	10.25	82.00
Reinforcing Steel Setter (Paving)	11.75	-	11.75	94.00
Rock Mason	9.00	-	9.00	72.00
Servicer	12.00	-	12.00	96.00
Traveling Mixer Operator	10.00	-	10.00	80.00
Truck Driver under 26,000 pounds	9.50	-	9.50	76.00
Truck Driver over 26,000 pounds	12.00	-	12.00	96.00
Tunneling Machine Operator, Heavy	13.61	-	13.61	108.88
Utility Operator Grade 1	16.76	-	16.76	134.08
Utility Operator Grade 2	10.00	-	10.00	80.00
Welder, Certified	12.02	-	12.02	96.16

All persons required to be licensed or certified must meet those qualifications to be paid the associated rate.

## CITY OF EL PASO DEFINITIONS OF BUILDING WAGE RATE CLASSIFICATIONS

1	<b>Automatic Fire Sprinkler Fitter, Certified</b>	Assembles, installs and repairs pipes, fittings, and fixtures for sprinkler systems for fire prevention. Locates <i>and</i> marks position of pipe and pipe connections and passage holes for pipes in ceilings. Cuts openings to accommodate fixtures. Assembles and tests lines <i>and</i> fittings. Performs other related duties.
2	<b>Brickmasons and Blockmasons</b>	Lay and bind building materials, such as brick, structural tile, concrete block, cinder block, glass block, and terra-cotta block, with mortar and other substances to construct or repair walls, partitions, arches, sewers, and other structures. Exclude "Stonemasons". Classify installers of mortarless segmental concrete masonry wall units in "Landscaping and Grounds-keeping Workers".
3	<b>Carpenters - Acoustical Ceiling Installation</b>	Construct, erect, install, or repair the structure for acoustical ceiling tile.
4	<b>Carpenter - Rough</b>	Construct, erect, install, or repair structures and fixtures made of wood, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; wood stairways, window and door frames. May also install cabinets, and siding. Include brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways to control the proper circulation of air through the passageways.
5	<b>Carpenter - All Other Work</b>	Construct, erect, install or repair cabinets and other fixtures or structures requiring a high level of workmanship. Includes Cabinetmakers and Bench Carpenters - Cut, shape, and assemble wooden articles or set up and operate a variety of woodworking machines, such as power saws, jointers, and mortisers to surface, cut or shape lumber or to fabricate parts for wood products. Perform related duties such as trim work, and structural framing.
6	<b>Caulker / Sealers</b>	Applies water proofing agents or caulk to a variety of structures and materials
7	<b>Door &amp; Hardware Specialist</b>	Installs doors, hardware and accessories.
8	<b>Drywall and Ceiling Tile Installers</b>	Apply plasterboard or other wallboard to ceilings or interior walls of buildings. Apply or mount acoustical tiles or blocks, strips, or sheets of sound-absorbing materials to ceilings and walls of buildings to reduce or reflect sound. Materials may be of decorative quality. Includes metal stud framing. Exclude "Carpet Installers", Carpenters", and "Tile and Marble Setters".
9	<b>Drywall Finishers &amp; Tapers</b>	Seal joints between plasterboard or other wallboard to prepare wall surface for painting or papering.
10	<b>Electrician</b>	Plan and execute the layout and installation of electrical conduit, switch panels, buss bars, outlet boxes, electrical wires and cables, lighting standards, lighting fixtures, receptacles, switches, and other electrical devices and apparatus necessary for the complete installation of wiring systems.
11	<b>Electronic Technician</b>	Set-up, rearrange, or remove switching and dialing equipment used in central offices. Service or repair telephones and other communication equipment on customers' property. May install equipment in new locations or install wiring and telephone jacks in buildings under construction. Install, program, maintain, and repair security and fire alarm wiring and equipment. Ensure that work is in accordance with relevant codes. Exclude "Electricians" who do a broad range of electrical wiring.

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12	<b>Elevator Installers and Repairers</b>	Assemble, install, repair, or maintain electric or hydraulic freight or passenger elevators, escalators, or dumbwaiters.
13	<b>Fence Erectors - Include with skilled labor</b>	Erect and repair metal and wooden fences and fence gates around highways, industrial establishments, residences, or farms, using hand and power tools. Excludes rock & stone fences.
14	<b>Floor Layers – Carpet and Resilient</b>	Apply blocks, strips, or sheets of shock-absorbing, sound-deadening, or decorative coverings to floors. Lay and install carpet from rolls, tiles or blocks on floors. Install padding and trim flooring materials. Installs variety of soft floor materials including vinyl and PCP. Exclude wood floors and specialty floors.
15	<b>Floor Layers - Specialty</b>	Prepares surface, installs and finishes specialty floor material such as that found in a gymnasium.
16	<b>Floor Layers - Wood</b>	Install, scrape and sand wooden floors to smooth surfaces using floor scraper and floor sanding machine, and apply coats of finish.
17	<b>Fork Lift Operator</b>	Person certified to operate a fork lift. (Industrial Forklift Operator is in Group 2 in the Heavy Schedule).
18	<b>Glaziers</b>	Install glass in windows, skylights, store fronts, and display cases, or on surfaces, such as building fronts, interior walls, ceilings, and tabletops.
19	<b>Hazardous Materials Removal Workers</b>	Identify, remove, pack, transport, or dispose of hazardous materials, including asbestos, lead-based paint, waste oil, fuel, transmission fluid, radioactive materials, contaminated soil, etc. Specialized training and certification in hazardous materials handling or a confined entry permit are generally required. May operate earth-moving equipment or trucks. Includes mold.
20	<b>Heating, Air Conditioning and Refrigeration Mechanics</b>	Repair and service heating, central air conditioning, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves. (Installation is performed by sheet metal worker). Includes HVAC mechanic.
21	<b>Insulation Workers - Floor, Ceiling, and Wall - Include with trade</b>	Line and cover structures with insulating materials. May work with batt, roll, or blown insulation materials.
22	<b>Insulation Workers – Mechanical</b>	Apply insulating materials to pipes or ductwork, or other mechanical systems in order to help control temperature.
23	<b>Irrigator, Certified</b>	Certified to install watering systems in various sizes and grades of lawn in order to maintain sufficient pressure and to insure even dispersal of water.
24	<b>Laborer, Common</b>	A general term used on construction work covering many unskilled occupations. Performs unskilled manual duties in all phases of construction. May use tools and other necessary equipment. Does not ordinarily perform work permitting exercise of independent judgment.
25	<b>Laborer, Skilled</b>	Performs manual duties in all phases of construction. May use simple tools and other necessary equipment. May assist other workers by performing a variety of duties such as furnishing materials tools and supplies and holding materials or tools during installation. May work on different phases or areas of a project or with different crafts. Is often transferred from job to job. May direct the work of the common laborer. Has the ability to work without close supervision. Degree of independent judgment required varies with the task performed. Includes tenders and hod carriers.

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26	<b>Landscaping and Grounds-keeping Workers - include with Common Labor</b>	Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of mortarless segmental concrete masonry wall units.
27	<b>Lather</b>	Installs light iron and metal furring such as rods, channels, and other bars or systems to which metal lath, rock lath, or other materials used as a substitute for lath are to be attached. Installs metal lath, rock lath, and other materials used as a substitute for lath. Installs metal plastering accessories such as corner beads, door and window casing beads, metal picture mold, chair rails, and other metals plastering accessories which are covered and/or serve as ground or guard.
28	<b>Locksmith</b>	Self explanatory.
29	<b>Manlift Operator</b>	Self-explanatory
30	<b>Masons, Cement and Concrete Finishers</b>	Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, roads, or curbs using a variety of hand and power tools. Align forms for sidewalks, curbs, or gutters; patch voids; use saws to cut expansion joints. Classify installers of mortarless segmental concrete masonry wall units in "Landscaping and Groundskeeping Workers".
31	<b>Mason, Rock</b>	Constructs partitions, fences, walks, etc., using rock. Cutting, grouting and pointing of materials listed above which is necessary shall be part of this classification. May also build or repair rock retaining walls. cutting or placing of rock in mortar or other similar material.
32	<b>Mason, Stone</b>	Constructs partitions, fences, walks, fireplaces, chimneys, smokestacks, etc., using stone, marble, granite, slate and artificial stone. Cutting, grouting, and pointing of materials listed above which is necessary shall be part of this classification. May also build or repair stone retaining wall, cutting or placing of stone in mortar or other similar material.
33	<b>Mechanic</b>	Maintains and repairs construction tools and equipment.
34	<b>Medical Gas Installer, Certified</b>	Assemble, install, alter, and repair pipelines or pipe systems that carry medical gases or liquids. Specialized training and certification required.
35	<b>Metal Building Erector</b>	Assembles prefabricated metal buildings according to blueprint specification, using hand tools, power tools, and hoisting equipment. Erects frame of building, using hoist. Bolts steel frame members together. Attaches wire and insulating materials to framework. Bolts sheet metal panels to framework. Reads blueprint to determine location of items, such as doors, windows, ventilators, and skylights and installs items, using cutting torch, wrenches, and power drill. Trims excess sheet metal, using cutting torch, power saw, and tin snips.
36	<b>Millwright</b>	Self-explanatory.
37	<b>Painters - Building</b>	Paint walls, equipment, buildings, bridges, and other structural surfaces, using brushes, rollers, and spray guns. May remove old paint to prepare surface prior to painting. May mix colors or oils to obtain desired color or consistency. Exclude "Paperhangers."
38	<b>Paper Hanger</b>	Measures, cuts, and hangs wallpaper.

39	<b>Pipelayers</b>	Lay pipe for storm or sanitation sewers, drains, and water mains. Perform any combination of the following tasks: grade trenches or culverts, position pipe, or seal joints.
40	<b>Pipe Fitters and Steamfitters</b>	Assemble, install, alter, and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. May install heating and cooling equipment and mechanical control systems. Includes pressurized lines and flow lines for gas, air, and oil found in industrial settings. Includes persons, not certified, who install fire sprinklers.
41	<b>Plaster and Stucco Applicator</b>	Apply interior or exterior plaster, cement, stucco, or similar materials. May also set ornamental plaster. Applies interior and exterior plastering of stone imitation or any patented materials when cast. Applies acoustical plaster or materials used as substitutes for acoustical plaster, as well as the preparatory pointing and taping of drywall surfaces to receive these finishes. Applies scratch and brown coats on walls and ceilings where tile, mosaic or terrazzo is to be applied. Molds and sets ornamental plaster and trim and runs ornamental plaster cornice and molding. Installs metal corner beads when stuck by using plastic materials.
42	<b>Plumbers</b>	Assemble, install, alter, and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. May install heating and cooling equipment and mechanical control systems.
43	<b>Reinforcing Iron and Rebar Workers</b>	Position and secure steel bars or mesh in concrete forms in order to reinforce concrete. Use a variety of fasteners, rod-bending machines, blowtorches, and hand tools. Include rod busters.
44	<b>Roofers</b>	Cover roofs of structures with shingles, slate, asphalt, aluminum, wood, and related materials. May spray roofs, sidings, and walls with material to bind, seal, insulate, or soundproof sections of structures. Includes metal and membrane roofs.
45	<b>Sheet Metal Workers</b>	Fabricate, assemble, install, and repair sheet metal products and equipment, such as ducts, control boxes, drainpipes, and furnace casings. Work may involve any of the following: setting up and operating fabricating machines to cut, bend, and straighten sheet metal; shaping metal over anvils, blocks, or forms using hammer; operating soldering and welding equipment to join sheet metal parts; inspecting, assembling, and smoothing seams and joints of burred surfaces. Include sheet metal duct installers who install prefabricated sheet metal ducts used for heating, air conditioning, or other purposes.
46	<b>Structural Iron and Steel Workers</b>	Raise, place, and unite iron or steel girders, columns, and other structural members to form completed structures or structural frameworks. May erect metal storage tanks and assemble prefabricated metal buildings. Exclude "Reinforcing Iron and Rebar Workers".
47	<b>Tile and Marble Setters</b>	Apply hard tile and marble to walls, floors, ceilings, and roof decks. Includes Terrazzo.
48	<b>Truck Drivers, Heavy and Tractor-Trailer (Greater than 26,000 GVW)</b>	Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 GVW, to transport and deliver goods, livestock, or materials in liquid, loose, or packaged form. May be required to unload truck. May require use of automated routing equipment. Requires commercial drivers' license.
49	<b>Truck Drivers, Light or (Under 26,000 GVW)</b>	Drive a truck or van with a capacity of under 26,000 GVW, primarily to deliver or pick up merchandise or to deliver packages within a specified area. May require use of automatic routing or location software. May load and unload truck. Exclude "Couriers and Messengers".

- **Welder** - Receives rate prescribed for craft performing operation to which welding is incidental.

**CITY OF EL PASO DEFINITIONS OF HEAVY / HIGHWAY  
WAGE RATE CLASSIFICATIONS**

1	<b>Asphalt Distributor Operator</b>	Drives distributor truck, sets spray bars and operates valves and levers to control distribution of bituminous material for highway surfacing. May oil, grease or otherwise services and make adjustments to equipment as needed. Performs other related duties.
2	<b>Asphalt Paving Machine Operator</b>	Operates paving machine that spreads and levels asphaltic concrete on highway subgrade. Controls movement of machine, raises and lowers screed, regulates width of screed. May oil, grease, service and make adjustments to equipment as needed. Performs other related duties.
3	<b>Asphalt Raker</b>	Distributes asphaltic materials evenly over road surface by raking and brushing material to correct thickness; may control screed to regulate width and depth of materials; directs Laborers (skilled and unskilled) when to add or take away material to fill low spots or to reduce high spots. Performs other related duties.
4	<b>Backhoe Operator</b>	Operates a rubber tired machine mounted with a bucket and excavator used for ditching moving material or earth and other task. May oil, grease or otherwise service and make necessary adjustments to equipment as needed. Performs other related duties.
5	<b>Bulldozer Operator</b>	Operates a crawler tractor with a bulldozer mounted in front of chassis to level, distribute and push earth or other material. May operate a ripper attachment to break up rock or other hard material. May use a push block on front of tractor to push load scrapers. May oil, grease or otherwise service and make minor repairs to equipment as needed. Performs other related duties.
6	<b>Concrete Finisher (Paving and Structures)</b>	Finishes the exposed surfaces of fresh concrete paving, median barrier and every element of concrete structures to the final grade and contour with the use of straight edges and steel trowels. Operates bridge deck finishing machine. Forms and finishes edges and joints. Finishes concrete curbs and gutters. Finishes exposed surface of concrete after forms have been removed by patching imperfections with fresh concrete, rubbing surface with abrasive stone, and directing others in removing excess or defective concrete with power tools. Performs other related duties.
7	<b>Concrete Paving Finishing Machine</b>	Operates self propelled machine(s) which may or may not travel on paving forms, spreading and leveling fresh concrete to grade by use of augers and screeds. May oil, grease or otherwise service and make adjustments to equipment as necessary. Performs other related duties.
8	<b>Concrete\Gunite Pump Operator - include with Skilled Labor</b>	Operates a pumping machine that pumps fresh concrete, gunite or grout. May oil, grease or otherwise service and make necessary adjustments to equipment as needed. Performs other related duties.
9	<b>Crane Operator</b>	A worker who operates a lattice boom type crane to hoist and move materials, raise and lower heavy weights and perform other related operations. May be crawler type or rubber tired. May include placement of rock riprap, clamshell, dragline, pipe and pile driving operations. May oil, grease or otherwise service and make necessary adjustments to equipment as needed. Performs other related duties.
10	<b>Electrician</b>	Plans and directs the layout of metal electrical conduit, installs wiring systems, switch-panels, buss bars, works on overhead distribution systems and underground distribution systems. Performs other related duties.

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11	<b>Excavator Operator</b>	Operates a crawler or rubber tired machine mounted with an excavator bucket. Used for excavating ditches, structures and mass excavations, laying pipe and precast concrete structures, loading trucks and placing rock riprap. May also be equipped with various hydraulic attachments. May oil, grease, or otherwise service and make necessary adjustments to equipment as needed. Performs other related duties.
12	<b>Fence Erector - include with Skilled Labor</b>	Builds any type of fence except rock. Includes, but is not limited to, chain link, t-bar and barbwire.
13	<b>Flagger - include with Skilled Labor</b>	Physically directs traffic in or around a construction site, May use signs or devices to direct traffic. May help assemble, position, and clean devices or equipment. Certification required.
14	<b>Form Builder/Setter</b>	Works from plans to build, assemble, fit together, align, plumb, and set in place forms for molding concrete structures. Forms may be wood, steel, aluminum, fiberglass or any other type of material. Checks forms while concrete is being placed. Directs others in stripping forms after concrete is placed. May install miscellaneous materials integral to concrete structures. May set precast concrete elements. Prepares for slipforming traffic rail and median barrier. May install permanent metal deck forms. May work with power tools. Performs other related duties. Includes guardrail installation.
15	<b>Form Setter (Paving and Curb)</b>	Fits together, aligns and sets to grade metal and wooden forms for placement of concrete paving and curbs. Works with survey crew to set stringline for paving, curb and gutter and curb. Performs other related duties. Includes batterboard setter.
16	<b>Front End Loader</b>	Operates a rubber-tired, skid steer or crawler type tractor with an attached scoop type bucket on front end. Machine is used to load materials from stockpiles, excavation, charging batch plants, loading and unloading trucks. May be used with attachments in lieu of the bucket. May oil, grease or otherwise service and make necessary adjustments to equipment as needed. Performs other related duties.
17	<b>Instrument Person - include with Skilled Labor</b>	Sets up, adjusts and operates surveying instruments, including GPS and total station. Works from plans to establish lines points and grades for construction purposes, keeps notes and records of data. Computes cross sections of work performed for cost or payment purposes. Directs Rod or Chain person (skilled labor) and is responsible for accuracy of this field engineering work. Performs other related duties.
18	<b>Laborer (Common)</b>	A general term used on construction work covering many unskilled classifications requiring work of a physical nature. Performs a variety of work ranging from pick and shovel work to cleaning up lumber with hammer, shoveling and placing concrete, uses air tools, cleans concrete joints and fills joints with sealing compound from bucket or with hose and nozzle from a central source, applies coating of oil to inside face of forms, may help set and strip forms, unloads and transports reinforcing settle, cures newly poured concrete, helps lower pipe in ditch for pipelayers, works with dirt crew keeping construction layout stakes out of the way of dirt-moving equipment. May fine grade excavation and ditches, shovels hot asphalt material. May use power tools and other necessary equipment in demolition work. Does not ordinarily perform work permitting exercise of independent judgment or without close direction by other workers. Installs and maintains erosion control. Performs other related duties.

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19	<b>Laborer (Skilled)</b>	Performs a variety of manual duties, usually working in a utility capacity by working on multiple projects and tasks where demands require workmen with varied experience and ability to work without close direction. Unloads and transports reinforcing steel. May place and tie reinforcing steel. Directs common laborers in pouring concrete. Erects shoring and bracing. Assists in installation of pipe. Installs, operates and maintains dewatering systems. May assist equipment operators in positioning machines, verifying grades and signaling operators. Directs truck drivers and scraper operators to dumping positions to maintain grades as directed. Uses power tools and air tools. May work as lead man in a labor crew. His performance of a wide variety of construction jobs distinguishes him from an apprentice assigned to a specific craft. Includes but is not limited to pipelayer, tools, utility, air tool operator, asphalt heaterman, concrete paving form grader, concrete paving float, concrete paving spreader, and rod or chain for surveyor, fuelman, oiler or swamper (on trenching machine or shovel-type equipment), stabber. Performs other related duties.
20	<b>Mechanic</b>	Assembles, sets up, adjusts and maintains and repairs all types of construction equipment and trucks. He may perform the duties of a welder in repair of equipment. Performs other related duties.
21	<b>Motor Grader Operator, Fine Grade</b>	Operates motor grader. Performs many of the same duties of Motor Grader, Rough, but in addition performs finish grade work to bluetops or other close specification control. This work is subject to strict inspection and must conform closely to specifications. May oil, grease or otherwise service and make necessary adjustments to equipment as needed. Performs other related duties.
22	<b>Painter - include with Skilled Labor</b>	Paints and stains structural steel and concrete surfaces of bridges, retaining walls, or other structures. Directs cleaning and abrasive blasting of surfaces prior to painting or staining. Performs other related duties.
23	<b>Pavement Marking Machine Operator- include with Skilled Labor</b>	Operates machine used in laying paint stripes or markers on all types of paving. Loads machine with appropriate materials and may walk or ride on machine. May oil, grease or otherwise service and make necessary adjustments to equipment as needed. Performs other related duties.
24	<b>Pipe Layer</b>	Installs concrete, clay, steel, ductile iron, plastic, corrugated pipe and any other type of pipe for storm drainage, water lines, gas lines and sanitary sewer lines. Lays underground communication and electrical ducts. May install and set electrical ground boxes, hand holes, manholes, inlets and other structures. Caulks joints, makes threaded and flanged connections. Installs valves and other accessories. Performs other related duties.
25	<b>Reinforcing Steel Setter (Paving)</b>	Works from plans to lay out and install reinforcing steel within forms or in mats of concrete paving. May direct unloading of material. Determines rigging required to complete work. Gives direction to reinforcing steel worker apprentice or common or utility laborers. May install miscellaneous materials integral to concrete structures or paving. May work with power tools. Performs other duties.
26	<b>Reinforcing Steel Setter (Structure)</b>	Erects and places fabricated structural steel members, such as girders, plates, diaphragms, lateral bracing, and unites them permanently to form a completed structural steel unit. Fastens steel members together by welding or bolting. May include dismantling and erecting large units of equipment. Performs other related duties.

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27	<b>Rock Mason</b>	Constructs partitions, fences, walks, etc., using rock. Cutting, grouting and pointing of materials listed above which is necessary shall be part of this classification. May also build or repair rock retaining walls. cutting or placing of rock in mortar or other similar material.
28	<b>Servicer</b>	Drives a truck which carries various fuels, oils, greases and filters. Must have knowledge of and is responsible for the correct oiling and greasing and changing of filters on equipment according to manufacturers' specifications. Uses compressed air grease guns, wrenches and other tools. May make adjustments to clutches, brakes and other mechanical items. Keeps record of service for preventive maintenance records. May have laborer assisting him. May require a Commercial Driver's License if driving truck on public highways. Performs other related duties.
29	<b>Slipform Machine Operator</b>	Operates a self-propelled machine which may either lay curb and gutter, median safety barrier or bridge rail. Manipulates hand or foot levers to control movements of the machine. Raises or lowers screed, regulates width of screed. May oil, grease or otherwise service and make necessary adjustment to equipment as needed. Performs other related duties.
30	<b>Traveling Mixer Operator</b>	Operates a machine that pulverizes material of the roadbed and may mechanically mix it with asphalt, cement or other stabilizing materials. May oil, grease or otherwise service and make necessary adjustments to equipment as needed. Performs other related duties.
31	<b>Truck Driver under 26,000 pounds</b>	Includes A-Frame, Gin pole, Tandem Float (4 & 5 axle), rubber-tired tractor, fork lift, winch truck, track truck equipment, stringing truck, single axle float (3 axle), flat bed truck (3 axle) dump truck (3 axle), skid truck (3 axle), hot pass (2 axle), Flat bed truck (2 axle), pickup, bus jeep, station wagon, swamp buggy or similar type equipment., stringer bead & hot pass (2 axle, flat bed truck (2 axle), dump truck (2 axle), skid truck 2 axle), and water truck (2 axle).
32	<b>Truck Driver over 26,000 pounds</b>	Includes truck mechanics, lowboy, rollagon or similar type equipment.
33	<b>Tunneling Machine Operator, Heavy</b>	Operates a machine which creates a tunnel through dirt or rock for the purpose of installing subterranean facilities such as utilities, including sanitary sewer and water mains, storm sewers, pedestrian tunnels, vehicular tunnels and subways.
34	<b>Utility Operator Grade 1</b>	Clam, ditching machine, side booms (except those in Group 2), operator on dredges, cleaning machine, coating machine, back filler, blending machine, water-kote machine, equipment welder, track tractor, derrick, dragline, shovel, motor grader rough grade, Crawler tractor, foundation drill operator, crawler and truck mounted, and piledriver.
35	<b>Utility Operator Grade 2</b>	Pipe, gin truck or winch truck with poles when used for hoisting, side boom (cradling rock drill), tow tractor, farm tractor road boring machine, fork lift (industrial type), pot fireman (power agitated), straightening machine, boring machine, bombardier (track or tow rig), mobile lubrication & service engineer, hydrostatic testing operator, rollagon or similar type equipment, scraper, staking machine, plant mix pavement, roller operator, plant mix pavement, pneumatic motor operator. Concrete paving curing, float, texturing machine, subgrade trimmer, small slipform machine, milling machine, self propelled hammer, trenching machine, directional drill, chip spreader, trenching, screening plant joint sealer and concrete saw.
36	<b>Welder, Certified</b>	Certified by the American Welding Society to perform structural steel welding. Operates welding equipment. Welds structural steel girders and diaphragms. May weld permanent metal deck forms. Performs other related duties. Includes pipe work that must be performed by a certified welder.

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37	<b>Work Zone Barricade Servicer - include with Common Labor</b>	Fabricates erects and maintains temporary traffic control devices, including arrow boards, signs, barricades, channelizing devices, barrels and all message boards. May operate a truck during traffic control operations.
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- **Welder, Non-certified** - Receives rate prescribed for craft performing operation to which welding is incidental.

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