MIAMI DADE COUNTY, FLORIDA

RESPONSIBLE WAGES AND BENEFITS

SECTION 2-11.16 OF THE CODE
(ORDINANCE 90-143)

SUPPLEMENTAL GENERAL CONDITIONS

WAGES AND BENEFITS SCHEDULE
(Construction Type: Building, Heavy, & Highway)

NOTICE TO EMPLOYEES

FAIR WAGE AFFIDAVIT

PAYROLL FORM WH-347
(For Contractors Optional Use)

SECOND QUARTER
2004

INDEX
RESPONSIBLE WAGES AND BENEFITS

A. SUPPLEMENTAL GENERAL CONDITIONS

Minimum Wages and Posting of Information	1
Liability for Unpaid Wages; Penalties; Withholding	2
Payrolls; Basic Records; Reporting	3
Subcontracts	4
Complaints and Hearings; Contract Termination And Debarment	4
Apprentices and Trainees	5-7

B. WAGE AND BENEFIT SCHEDULES

Labor Agreements

Construction Type:
Building

Bricklayers and Allied Craftsmen	1
Carpenters (incorporated Carpet Workers)	2-3
Drywall Finishers	4
Electrical Workers	5
Electrical Workers (Electric Signs)	6
Elevator Constructors	7
Glaziers, Architectural Metal and Glass Workers	8-9
Insulators and Asbestos Workers	10
Ironworkers	11

WAGES AND BENEFITS SCHEDULE - continued

Construction Type:
Building

Laborers: Commercial Construction	12
Millwrights, Machinery Erectors and Divers	13
Operating Engineers	14-15
Painters and Allied Trades	16
Pipe fitters (Air Conditioning, Refrigeration and Heating)	17
Plumbers	18
Roofers, Waterproofers and Allied Workers	19
Sheet Metal Workers	20
Signs/Display & Allied Trades	21
Sprinkler Fitters	22
Teamsters Trucking	23
Welders	24

Construction Type:
Heavy

Boilermakers, Iron Ship Builders, Blacksmith	1
Bricklayer & Allied Craftsmen (Cement Mason)	2
Carpenters (incorporated Carpet Workers)	3
Electrical Workers (includes Electric Signs)	4-5
Ironworkers	6
Laborers (incorporated Pipelayers) Heavy, Railroad and Utilities Contractor	7
Millwrights, Machinery Erectors & Divers	8
Operating Engineers	9-10
Painter & Allied Trades	11

WAGES AND BENEFITS SCHEDULE - continued

Construction Type:
Heavy

Piledrivers, Bridge Carpenters & Divers	12
Pipefitters, Air Conditioning & Refrigeration	13
Sheet Metal Workers	14
Teamsters, Trucking	15
Welders	16

Construction Type:
Highway

Bricklayers & Allied Craftsmen (Cement Mason)	1
Carpenters	2-3
Electrical Worker and Electric Signs	4-5
Ironworkers	6
Laborers (incorporated Pipelayers) Highway Contractors	7
Millwrights, Machine Erectors & Divers	8
Painters & Allied Trades	9
Piledrivers, Bridge Carpenters & Divers	10
Power Equipment Operating (Davis-Bacon) Highway Construction	11-12
Teamsters, Highway Construction Truck Drivers	13
Welders - Receive rate prescribed for craft performing operation to which welding is incidental.	14

C. **NOTICE TO EMPLOYEES**

D. **FAIR WAGE AFFIDAVIT**

E. **PAYROLL FORM WH - 347**
(For Contractor's Optional Use)

SUPPLEMENTAL GENERAL CONDITION

Bidders are advised that the provisions of Dade County Ordinance 90-143 (otherwise known as Ordinance 90-90, as amended) will apply to any contract or contracts awarded pursuant to this bid. By submitting a bid pursuant to these specifications, a bidder is hereby agreeing to comply with the provisions of Ordinance 90-143, and to acknowledge awareness of the penalties for non-compliance. A copy of this ordinance may be obtained from the department issuing the specifications for this bid.

This Supplemental General Condition is organized with the following sections:

1. Minimum Wages and Posting of Information.
2. Liability for Unpaid Wages; Liquidated Damages; Withholding
3. Payrolls, Basic Records and Reporting
4. Subcontracts
5. Complaints and Hearings; Contracts Termination and Debarment
6. Apprentices and Trainees

1. MINIMUM WAGES AND POSTING OF INFORMATION

A. All laborers and mechanics employed or working upon the project will be paid the full amount wages and fringe benefits (or cash equivalents thereof) computed at rates not less than those contained in the wage determination which is attached hereto and made a part hereof, regardless of any contractual relationship which may be alleged to exist between the contractor and such laborers and mechanics. For any given classification of workers, the combined overall per hour rate paid shall equal at least the sum of the wage and benefit levels listed for that classification. The contractor, or any subcontractor under him, may fulfill the obligations to pay such specified overall hourly rate by payment of wages, contributions to employee benefit plans, payment in cash, or any contributions thereof. Contributions made or costs reasonably anticipated for bona fide fringe benefits on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics; also, regular contributions made or costs incurred under plans, funds, or programs which cover the particular pay period, are deemed to be constructively made or incurred during such pay period. Such laborers and mechanics shall be paid the appropriate wage rate and fringe benefits on the wage determination for the classification of work actually performed without regard to skill. Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for

the time actually worked therein; provided, that the employer's payroll records accurately set forth the time spent in each classification in which work is performed.

B. For any class of laborers or mechanics which is not listed in the wage determination and which is to be employed under the contract, the required wage rate shall be the combined overall dollar value on an hourly basis of the "basic hourly rate of pay" (as defined in 29 C.F.R. § 5.24) and of the fringe benefits payments for hospitalization, medical, pension and life insurance for such class under the United States Secretary of Labor's applicable Davis-Bacon wage determination in effect for Dade County. Questions concerning the comparability of worker classifications or the applicability of Davis-Bacon classifications shall be determined by the County.

C. The wages/benefits to be paid the various classifications, together with notice that a penalty at the rate of $200 per day per employee may be assessed for failure to pay the required rates. Any complaints of underpayment should be filed with the Director of the Department of Business Development, 175 Northwest First Avenue, 28th Floor, Miami, Fl. 33128, (305) 349-5960, and shall be posted at all times by the contractor and its subcontractors at the site where the contract work is being performed in a prominent and accessible place where it can be easily seen by the workers.

2. LIABILITY FOR UNPAID WAGES; PENALTIES; WITHHOLDING

A. In the event of any underpayment of required wage rates, the contractor shall be liable to the underpaid employee for the amount of such underpayment. In addition, the contractor shall pay a penalty in the amount of $200.00 to the County for each individual laborer or mechanic, employed in violation hereof for each calendar day on which such individual was paid less the required wages.

B. The County may withhold from any moneys payable on account of work performed under the contract, such sums as may be determined to be necessary to satisfy any liabilities for unpaid wages and penalties as provided herein. In order to preserve the rights of the affected workers under Ord. 90-143, the contracting officer may withhold or cause to be withheld from the contractor under this agreement so much of the accrued payments or advances as may be considered necessary to pay laborers and mechanics, including apprentices, trainees and helpers, employed by the contractor or any subcontractor the full amount of wages required by the contract. In the event of failure to pay any laborer or mechanic, including any apprentice, trainee, or helper, employed or working on the project, all or part of the wages required by the contract, the contracting officer may, after written notice to the contractor, take such action as may be necessary to cause the

suspension of any further payment, until such violations have ceased. The withheld monies shall be remitted to the employee only in accordance with the provisions of Section 5, "Complaints and Hearings; Contract Termination and Debarment".

3. PAYROLL; BASIC RECORDS; REPORTING

A. The contractor, and each subcontractor under him, shall keep or cause to be kept accurate written records signed under oath as true and correct demonstrating payment of the required wages. Such records shall contain the name, social security number of each such worker, his or her correct classification, hourly rates of wages paid (including rates of contributions or costs anticipated for bona-fide fringe benefits or cash equivalents thereof), and daily and weekly number of hours worked on this project. In addition thereto, the contractor shall submit a list of all subcontractors and the name and social security number of each subcontractor's employees who performed work each day on the contract. Each subcontractor shall submit a list of the names and social security numbers of its employees who performed work each day on the contract. Contractors employing apprentices or trainees under approved programs shall maintain written evidence of the registration or apprenticeship programs and certification of trainee programs, the registration of the apprentices and trainees, and wage rates prescribed in the applicable programs.

B. The contractor shall submit the information required hereunder with each request for progress payment. Information submitted on U. S. Department of Labor form WH-347 or on a form acceptable to the County as its equivalent, and which is signed under oath, will satisfy the information requirements hereunder.

C. The contractor or subcontractor shall make the records required to be kept hereunder available for inspection, copying or transcription by authorized representative of the County, and shall permit such representative to interview employees during working hours on the job. If the contractor or subcontractor fails to submit the required reports or make the records on which they are based available, the County may, after written notice to the contractor, take such actions as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds. Furthermore, failure to submit the required reports upon request or to make records available may be grounds for debarment. The prime contractor is responsible for the submission of the information required hereunder and for the maintenance of records and provision of access to same by all subcontractors.

4. SUBCONTRACTS

The contractor shall insert in any subcontracts the clauses set forth in paragraphs 1 through 6 of this provision and also a clause requiring the subcontractors to include these clauses in any lower tier subcontract. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in paragraphs 1 through 6 of this provision.

5. COMPLAINTS AND HEARINGS; CONTRACT TERMINATION AND DEBARMENT

A. Upon receipt of a written complaint or identification of a violation pertaining to an employee wage underpayment, which is the required overall hourly rates, the County will notify the contractor or subcontractor employing said workers of the complaint/violation. The notice shall include a brief description of the said complaint/violation, the dollar amount that the contractor or subcontractor is liable for in backwages, the required corrective action(s) to be taken and the due date for payment of backwages or to request a compliance meeting. Failure to comply or request a compliance meeting within the due date specified shall constitute a waiver of the contractor's or subcontractor's right to a compliance meeting, and that such waiver shall constitute an admission of the complaint/violation.
The County may withhold from the contractor so much accrued payments as may be considered necessary by the contracting officer to pay employees of the contractor or subcontractor under them for the performance of the contract work, the difference between the combined overall hourly wage rate and benefits required to be paid by the contractor to the employee on the work and the amounts received by such employee where violations have been found. In the event of failure of such negotiations, the prime contractor may request the appointment of a hearing officer. The Compliance Officer shall request the County Manager or his or her designee to appoint a Hearing Officer within ten (10) days of the time at which all means to resolve the complaint/violation have been exhausted. The County Manager shall attempt to appoint a hearing officer within thirty (30) days from the receipt of request. Upon the appointment of a hearing officer the County will notify the contractor or subcontractor within five (5) days of the hearing date pertaining to said complaint. The County Manager will review the findings and recommendations of the hearing officer, and determine whether the contractor or subcontractor failed to comply with the contract specifications as alleged. Neither the contractor, nor any subcontractor under him, may terminate an employee performing work on the contract because of such employee's filing a complaint regarding underpayment of required wage rates.

B. If the County Manager determines that the contractor or subcontractor substantially or repeatedly failed to comply, the non-complying contractor or subcontractor and the principal owners thereof shall be prohibited from bidding or otherwise participating in County contracts for the construction, alteration and/or repair, including painting or decorating, of public buildings or public works for a period of three years. The County Manager may order the withheld amount equal to any underpayment remitted to the employee. In addition, the County Manager may order payment of a penalty to the County. If the required payment is not made within a reasonable period of time, the County Manager may order debarment as described above.

C. A breach of the clauses contained in this Supplemental General Condition shall be deemed a breach of this contract and may be grounds for termination of the contract, and for debarment.

6. APPRENTICES AND TRAINEES

A. APPRENTICES: Apprentices will be permitted to work at less than the predetermined rate for the work they performed when they are employed pursuant to and individually registered in a bona-fide apprenticeship program registered with the U. S. Department of Labor, Employment and Training Administration, Bureau of Apprenticeship and Training, or with a state apprenticeship agency recognized by the Bureau, or if a person is employed in his or her first 90 days probationary employment as an apprentice in such an apprenticeship program, who is not individually registered in the program, but who has been certified by the Bureau of Apprenticeship and Training or a state apprenticeship agency (where appropriate) to be eligible for probationary employment as an apprentice. The craft classification shall not be greater than the ratio permitted to the contractor as to the entire work force under the registered program. Any worker listed on a payroll at an apprentice wage rate, who is not registered or otherwise employed as stated above, shall be paid not less than the applicable wage on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the project in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. Where a contractor is performing construction on a project in a locality other than that in which its program is registered, the ratios and wage rates (expressed in the percentages of the journeyman's hourly rate) specified in the contractor's or subcontractors registered program shall be observed. Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeyman hourly rate specified in the applicable wage determination. Apprentices

shall be paid fringe benefits in accordance with the provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable apprentice classification, fringe benefits shall be paid in accordance with that determination. In the event the Bureau of Apprenticeship and Training, or a state apprenticeship agency recognized by the Bureau, withdraws approval of an apprenticeship program, the contractor will no longer be permitted to utilize apprentices at less than the applicable predetermined rate for the work performed until an acceptable program is provided.

B. TRAINEES: Except as provided in 29 C.F.R. § 5.16, trainees will not be permitted to work at less than the predetermined rate for the work performed unless they are employed pursuant to and individually registered in a program which has received prior approval, evidenced by formal certification by the U. S. Department of Labor, Employment and Training Administration. The ratio of trainees to journeymen on the job site shall not be greater then permitted under the plan approved by the Employment and Training Administration. Every trainee must be paid at not less than the rate specified in the approved program for the trainee's level of progress, expressed as a percentage of the journeymen hourly rate specified in the applicable wage determination. Trainees shall be paid fringe benefits in accordance with the provisions of the Trainee Program. If the Trainee Program does not specify fringe benefits, trainees shall be paid the full amount of fringe benefits listed on the wage determination unless the administrator of the wage and hour division determines that the rate is an apprenticeship program associated with the corresponding journeyman wage rate on the wage determination, which provides for less than the full fringe benefits for apprentices. Any employee listed on the payroll at a trainee rate who is not registered in a training plan approved by the Employment and Training Administration shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any trainee performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wages are on the wage determination for the work actually performed. In the event the Employment and Training Administration withdraws approval of a training program, the contractor will no longer be permitted to utilize trainees at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

MIAMI DADE COUNTY, FLORIDA

RESPONSIBLE WAGES AND BENEFITS

SECTION 2-11.16 OF THE CODE
(ORDINANCE 90-143)

SUPPLEMENTAL GENERAL CONDITIONS

WAGES AND BENEFITS SCHEDULE
(Construction Type: **Building**)
Building Construction generally is the construction of sheltered enclosures with walk-in access or the purpose of housing persons, machinery, equipment or supplies. It includes all construction of such structures, the installation of utilities and the installation of equipment, both above and below grade.
(Note: Where multiple construction is "incidental" in function, the construction is considered a part of the building project for wage determination purposes.

NOTICE TO EMPLOYEES

FAIR WAGE AFFIDAVIT

PAYROLL FORM WH-347
(For Contractors Optional Use)

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2004

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
BRICKLAYERS & ALLIED CRAFTSMEN (2)				
Journeymen	$ 18.50	$ 3.05	$1.40	**$ 22.95**
Foremen	19.50	3.05	1.40	**23.95**
General Foremen	21.45	3.05	1.40	**25.90**
Apprentices:				
First 6 months	$ 12.02	$ 3.05	$1.40	**$ 16.47**
Second 6 months	12.95	3.05	1.40	**17.40**
Third 6 months	13.87	3.05	1.40	**18.32**
Fourth 6 months	14.80	3.05	1.40	**19.25**
Fifth 6 months	15.72	3.05	1.40	**20.17**
Sixth 6 months	16.65	3.05	1.40	**21.10**

The Industrial Rates is 15% over the applicable journeyman rate

Tile Finishers wage is 75% of journeyman wages plus fringes

(1) Per hour health benefit includes hospitalization, medical, and life insurance.

(2) Rates include Residential, Building, Heavy Construction and Highway work as described in USDOL, Employment Standards Administration, Memorandum No. 130

Includes brick, stone, artificial, cement and marble masonry, plastering, marble, mosaic, terrazzo work, tile layer's work, cement or concrete blocklaying and pointing, caulking, grouting and cleaning of materials used in this work, together with any and all materials, natural or artificial, rough or cultured; whether quarried, manufactured or any substitute or replacement; precast erectors, pool specialist and roof deck applicators.

APPRENTICE RATIO:
One (1) Apprentice to two (2) Journeymen, if an average of two (2) Journeymen have been employed for One (1) year immediately prior to employment of the Apprentice.
One (1) Apprentice to three (3) Journeymen if working on the same job.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
CARPENTERS /JOINERS/LATHER(2)				
Journeymen	$ 17.73	$ 3.92	$ 1.35	**$23.00**
Foremen (12 or less workers)	18.73	3.92	1.35	**24.00**
Foremen (13 or more workers)	19.23	3.92	1.35	**24.50**
Apprentices (Carpenters, Carpet Workers and Interior Specialist)				
First 6 months	$ 11.00	3.92	1.35	**16.27**
Second 6 months	11.88	3.92	1.35	**17.15**
Third 6 months	12.77	3.92	1.35	**18.04**
Fourth 6 months	13.66	3.92	1.35	**18.93**
Fifth 6 months	14.54	3.92	1.35	**19.81**
Sixth 6 months	15.43	3.92	1.35	**20.70**
Seventh 6 months	16.32	3.92	1.35	**21.59**
Eighth 6 months	17.20	3.92	1.35	**22.47**
CARPET WORKERS				
Journeymen	$ 17.35	$ 3.92	$ 1.35	**$22.62**
Foremen (12 or less workers)	18.35	3.92	1.35	**23.62**
Foremen (13 or more workers)	18.85	3.92	1.35	**24.12**
INTERIOR CARPENTER				
Journeymen	$ 17.35	3.92	1.35	**22.62**
Foremen (12 or less workers)	18.35	3.92	1.35	**23.62**
Foremen (13 or more workers)	18.85	3.92	1.35	**24.12**

(1) Per hour health benefit includes hospitalization, medical, and life insurance.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE

(2) Includes prefabrication or construction of forms for footing or foundations buildings, structures of all descriptions, whether made of wood, metal, plastic or any other type of material, the erecting of structural parts of a building, or structure made of wood or any substitute such as plastics or composition materials, that puts together roofs, partitions, fabricates or erects forms for decking or other structural parts of a building, or any structure, and dismantling of all forms. All framing in connection with the setting of metal columns. The settings of all forms, centers and bulkheads, the fabrication and setting of screeds and stakes for concrete and mastic floors where the screed is notched or fitted or made up of more than one. The making and setting of all forms used in concrete work.

NOTE:
When the term CARPENTER AND JOINER is used, it shall mean all the sub-divisions of the trade consists of the milling, fashioning, joining, assembling, erecting, fastening or dismantling of all material of wood, plastic, metal, fiber, cork and composition, and all other substitute.

When five (5) or more workers are employed on a job, one (1) worker shall be a foreman.

Add $0.50 per hour to the per hour wage rate when work is done on swinging scaffolds, boatswains

chairs or any like device.

APPRENTICE RATIO:
Two (2) Apprentices to three (3) Journeymen.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
DRYWALL FINISHERS				
Journeymen Tapers (Hand and Tool)	$ 14.50	$ 2.25	$ 1.00	**$ 17.75**
Foremen (5 or less workers)	15.50	2.25	1.00	**18.75**
General Foremen (6 or more workers	16.50	2.25	1.00	**19.75**
Apprentices:				
First 6 months	$ 9.43	$ 2.25	$ 0.10	**$ 11.78**
Second 6 months	10.15	2.25	0.10	**12.50**
Third 6 months	10.88	2.25	0.10	**13.23**
Fourth 6 months	11.60	2.25	0.10	**13.95**
Fifth 6 months	12.33	2.25	0.10	**14.68**
Sixth 6 months	13.05	2.25	0.10	**15.40**
Seventh 6 months	13.78	2.25	0.10	**16.13**
Eighth 6 months	13.78	2.25	0.10	**16.13**

(1) Per hour health benefit includes hospitalization, medical, and life insurance.

(2) Scope of work under this trade shall include, but not limited to the preparation or leveling of any surface or substrate which is to receive a coating, finish and/or wall covering; this would include but not be limited to all levels of finishings, spackling of all surfaces, including gypsum wallboard taping and finishing, glaze coatings, spotting of nails, finishing of corner beads/flex bead, patching and sanding is within the system of preparing surface for finishes. All stucco and drivit systems will be performed by this trade.

APPRENTICE RATIO:
One (1) Apprentice to three (3) Journeymen.
Shop of four (4) or more Journeymen must employ at least one (1) Apprentice.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
ELECTRICAL WORKERS (1)				
UNDER TWO (2) MILLION (Electrical portion of Contract)				
Journeymen:				
Wiremen	$ 21.00	$ 5.15	$ 2.28	**$ 28.43**
Cable Splicers	21.50	5.15	2.32	**28.97**
Welders	21.50	5.15	2.32	**28.97**
Foremen	23.08	5.15	2.45	**30.68**
General Foremen	25.15	5.15	2.61	**32.91**
Apprentices:				
First year	$ 11.13	$ 5.15	$ 1.49	**$ 17.77**
Second year	11.76	5.15	1.54	**18.45**
Third year	13.02	5.15	1.64	**19.81**
Fourth year	14.28	5.15	1.74	**21.17**
Fifth year	16.17	5.15	1.89	**23.21**
OVER TWO (2) MILLION (Electrical portion of Contract)				
Journeymen:				
Wiremen	$ 23.46	$ 5.15	$ 2.48	**$ 31.09**
Cable Splicers	24.96	5.15	2.60	**32.71**
Welders	24.96	5.15	2.60	**32.71**
Foremen	25.78	5.15	2.66	**33.59**
General Foremen	28.10	5.15	2.85	**36.10**
Apprentices (same rates as above)				

(1) Includes: installation, repair, alter, add or change any electrical wire fixtures, appliance apparatus, raceways conduit or a part there of which generates, transmits, transforms or utilizes electrical energy in any form for heat, light, or power including the electrical installations within plants and sub-stations, traffic signalization, additionally, work of installing a low voltage fire alarm systems.

APPRENTICE RATIO:
One (1) Apprentice to three (3) Journeymen.
Add $1.50 per hour to the per hour wage rate for Journeymen working in hazardous locations.

Electrical rates listed within the Responsible Wages and Benefits (Ordinance 90-143) are based on the total value of electrical projects and cannot be broken down into smaller projects to avoid payment of the established wages.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
ELECTRICAL WORKER (ELECTRIC SIGN)				
Journeymen:				
Electric Sign	$20.90	$5.15	$2.27	**$28.32**
Foremen	$22.99	$5.15	$2.44	**$30.58**
General Foremen	$24.60	$5.15	$2.57	**$32.32**
Apprentices:				
First Year	$11.08	$5.15	$1.49	**$17.72**
Second Year	$11.70	$5.15	$1.54	**$18.39**
Third Year	$12.96	$5.15	$1.64	**$19.75**
Fourth Year	$14.21	$5.15	$1.74	**$21.10**
Fifth Year	$16.09	$5.15	$1.89	**$23.13**

Hazard Pay: add $1.75, one dollar and seventy five cents to the per hour rate for Journeyman.

APPRENTICE RATIO: (1) One Apprentice to (3) three Journeymen.

Includes: installation, repair,addition, or changes of any illuminated sign, non-illuminated sign, or luminous tubes. Any electrical wire, fixtures, appliance apparatus, raceway, conduit, or any part thereof which transmits transfers or utilizes electrical energy in any form for heat, light, or power.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
ELEVATOR CONSTRUCTORS				
Elevator Construction Teams:				
Mechanics	$ 28.05	$ 6.52	$ 3.15	**$ 37.72**
Mechanic In Charge	31.56	6.52	3.15	**41.23**
Apprentices:				
Probationary Apprentice	14.03	0.00	0.00	**14.03**
First year	15.43	6.52	3.15	**25.10**
Second year	18.24	6.52	3.15	**27.91**
Third year	19.64	6.52	3.15	**29.31**
Fourth year	22.44	6.52	3.15	**32.11**

(1) Per hour health benefit includes hospitalization, medical, and life insurance.

APPRENTICE RATIO:
One (1) Apprentice to one (1) Mechanic.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
GLAZIERS, ARCHITECTURAL METAL & GLASS WORKERS(2)				
Journeymen Glazier:				
Commercial	$ 18.25	$ 3.00	$ 2.10	**$ 23.35**
Light Commercial	17.70	3.00	2.10	**22.80**
Service & Maintenance	16.70	3.00	2.10	**21.80**
Residential	14.45	3.00	2.10	**19.55**
Shop				
Truck Driver				
Apprentices ratio one (1) apprentice to two (2) Journeymen				
1st 6 months	$ 11.87	$ 3.00	$ 0.10	**$ 14.97**
2nd 6 months	12.78	3.00	0.10	**15.88**
3rd 6 months	13.69	3.00	0.10	**16.79**
4th 6 months	14.60	3.00	0.10	**17.70**
5th 6 months	15.52	3.00	0.10	**18.62**
6th 6 months	16.43	3.00	0.10	**19.53**
7th 6 months	17.34	3.00	0.10	**20.44**
8th 6 months	17.34	3.00	0.10	**20.44**

Notes:

Lead Person : plus $.50 per hour
Foreman: plus $1.00 per hour up to fifteen (15) employees
Foreman: plus $2.00 per hour for fifteen (15) or more employees
General Foreman: plus $3.00 per hour

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE

GLAZIERS, ARCHITECTURAL METAL & GLASS WORKERS(2)

(1) Per hour health benefit includes hospitalization, medical, and life insurance.

(2) Includes: but not be limited to: the installation, setting, cutting, preparing, fabricating, distributing, handling or removal of the following: art, glass, detopak glass, prism glass, beveled glass, leaded glass, automotive glass, protection glass, plate glass, window glass, pre-glazed windows, mirrors of all types, wire glass, ribbed glass, ground glass, colored glass, figured glass, vitrolite glass, carrara glass, all types of opague glass, glass chalk boards, structural glass, curtain wall systems, louvers, tempered and laminated glass, thiokol, neoprene, all types of insulating glass units, all plastics or other similar materials when used in the place of glass to be set or glazed in its final resting place with or without putty, vinyl, molding, rubber, lead, sealants, silicone and all types of mastics in wood, iron, aluminum, sheet metal or vinyl sash, skylights, glazed solar systems, doors, frames, stone wall cases, book cases, sideboards, partitions and fixtures; the installation of the above materials when in the shop or on the job site, either temporary or permanent, on or for any building in the course of repair, remodel, alteration, retrofit or construction; the installation and welding of all extruded, rolled or fabricated materials including, but not limited to, all metals, plastics and vinyls, or any materials that replace same, metal and vinyl tubes, mullions, metal facing materials, corrugated flat metals, aluminum panels, muntins, facia, trim moldings, porcelain panels, architectural porcelain, plastic panels, unitized panels, skylights, showcase doors, all handrails and relative materials, including those in any or all types of building related to store front, door/window construction and curtain wall systems; the installation of automatic door entrances, door(s) and window(s) frame assemblers such as patio sliding or fixed doors, vented or fixed windows, shower doors, bathtub enclosures, storm sash and fire hose cabinets where glass becomes an integral part of the finished product, including the maintenance of all the above; bevellers, silverers, scratch polishers, abrasive blasters, flat glass wheel cutting, miter cutters, engravers, hole drilling, machine operations, belt machines and all machines used in the processing of glass, automatic beveling, silvering, grinding, polishing, unpacking and racking of glass, packing glass, glass cleaners in shops, mirror cleaning, assembling, framing and fabrication and assembling of all insulated and non-insulated units, fabrication and mounting of mirrors and the operations of all machines and equipment for these operations; the selecting, cutting, preparing, designing, art painting, and installing of fused glass, thick facet glass in concrete and cementing of art glass, and the assembly and installing or removal of all art glass, engraving, drafting, etching, embossing, designing, abrasive blasting, chipping, glass bending, glass mosaic workers, cutters of all flat and bent glass; glass shade workers, and glaziers in lead or other glass metals; the fabrication and distribution of all galss and glass-related products; the use of waterproofing membrane, air and vapor barriers, structural caulking and sealers above or below grade; any and all transportation, handling, unloading and loading of tools, equipment and materials will be performed by glaziers and or apprentice glaziers.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
INSULATORS & ASBESTOS WORKERS				
Journeymen	$ 18.97	$ 4.50	$ 3.84	**$ 27.31**
Foremen (1-14 workers)	19.47	4.50	3.84	**27.81**
Gen. Foremen (15 or more workers)	19.97	4.50	3.84	**28.31**
Apprentices:				
First year	$ 8.98	$ 4.50	$ 3.84	**$ 17.32**
Second year	10.97	4.50	3.84	**19.31**
Third year	13.56	4.50	3.84	**21.90**
Fourth year	15.36	4.50	3.84	**23.70**

(1) Per hour health benefit includes hospitalization, medical, and life insurance.

(2) Per hour wage rate includes local and national apprenticeship fund

(3) Scope of work under this trade shall include, preparation, fabrication, application, alteration erection, assembling molding, spraying, pouring, mixing, hanging, adjusting, repairing, dis-mantling, reconditioning, maintenance, finishing and/or weatherproofing of cold or hot thermal, insulation with such materials as may be specified when these materials are to be installed for thermal, fireproofing and acoustical purposes in voids, or to create voids, or on either piping, fittings, vlaves, boilers,ducts, flues, tanks, vats equipment, or on any cold or hot surfaces for the purpose of thermal control. All exterior material, excluding factory applied for the purpose of weatherproofing or protection, etc, shall be prepared and applied by the Asbestos Workers. This is also to include all labor connected with the handling and distribution of thermal insulation materials on the job premises and all other such work.

APPRENTICE RATIO:
One (1) Apprentice to four (4) Journeymen.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION		PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
IRONWORKERS (2)					
Journeymen		$20.14	$3.40	$1.78	**$ 25.32**
Foremen		22.14	3.40	1.78	**27.32**
General Foremen		24.14	3.40	1.78	**29.32**
Apprentices:					
First 6 months	(1000 Hours)	$12.08	$ 3.40	$ -	**$ 15.48**
Second 6 months	(1000 Hours)	13.09	3.40	0.00	**16.49**
Third 6 months	(1000 Hours)	14.10	3.40	0.00	**17.50**
Fourth 6 months	(1000 Hours)	15.11	3.40	0.00	**18.51**
Fifth 6 months	(1000 Hours)	16.11	3.40	0.00	**19.51**
Sixth 6 months	(1000 Hours)	17.12	3.40	0.00	**20.52**
Seventh 6 months	(1000 Hours)	18.13	3.40	0.00	**21.53**
Eighth 6 months	(1000 Hours)	19.13	3.40	0.00	**22.53**

Diving Pay 0 to 33 feet deep add Journeyman wa ages plus $5.00
Diving Pay 33 to 66 feet deep add Journeyman wages plus $5.00

(1) Per hour health benefit includes hospitalization, medical and life insurance.

(2) Includes erection and installation of all bridges, structural, ornamental, reinforcing, posttentioning and miscellaneous irons; including but not limited to the following: bridges (all types), rails, cables, catwalks and miscellaneous metals; structural (all types), bar joists, corrugated sheets on steel decking, monorails, prefabricated metal buildings, bridging, skylights, space frames, stairs, towers, hoists (all types), standing seam metal roofs, heavy rigging, ornamental iron, gates, art work, and fences; reinforcing and posttentioning (all types), rebar, cables and wire mesh; curtain walls, window walls, sealants and caulking, precast and tilt walls, ribbon wall systems, cladding, column covers, electric and manual doors (all types), elevator fronts, store fronts, escalators and trim, windows, fencing (all types), handrails, hardware and screens, rolling overhead doors, cranes and hoists, conveyors (all types), and all miscellaneous metals.

(3) Apprentices must be registered with a certified State of Florida Department of Labor - Bureau of Apprenticeship and Training Program

APPRENTICE RATIO: 33 1/3% of the work force may be Apprentices.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
LABORERS, COMMERCIAL CONSTRUCTION				
General Laborer (2)	$12.00	$2.22	$1.30	**$ 15.52**
Semi-Skilled Laborer (3)	12.65	2.22	1.30	**16.17**
Laborer Foremen	13.65	2.22	1.30	**17.17**
General Laborer Foremen	14.65	2.22	1.30	**18.17**

(1) Per hour health benefit includes hospitalization, medical and life insurance.

(2) General laborers work include unloading and stockpiling on the ground plastering and/or masonry material

(3) Mason and Plasterer Tenders, concrete placement - patchmen and finish tenders, scaffold builders, strippers and wreckers, electric and air-hammers, concrete grinders, saws, coring machines, nozzle and hoppers and mixers, cutting torch, hydro - blasting, chain saws.

NOTE:
Add $0.50 per hour to the per hour wage rate if power tools are used.

Add $0.25 per hour to the per hour wage rate if freshly creosoted lumber or hot mostic materials are handled.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
MILLWRIGHTS, MACHINERY ERECTORS & DIVERS (2)				
Journeymen	$22.29	$3.30	$4.84	**$ 30.43**
Foremen	23.79	3.30	4.84	**31.93**
General Foremen	24.29	3.30	4.84	**32.43**
Apprentices:				
First year (6 months)	$13.37	$3.30	$4.84	**$ 21.51**
Second year (6 months)	14.49	3.30	4.84	**22.63**
Third year (6 months)	15.60	3.30	4.84	**23.74**
Fourth year (6 months)	16.72	3.30	4.84	**24.86**
Fifth year (6 months)	17.83	3.30	4.84	**25.97**
Sixth year (6 months)	18.95	3.30	4.84	**27.09**
Seventh year (6 months)	20.06	3.30	4.84	**28.20**
Eigth year (6 months)	21.18	3.30	4.84	**29.32**
Journeymen Divers (3)	$27.99	$3.30	$4.84	**$ 36.13**
Foremen (Divers)	29.99	3.30	4.84	**38.13**
Foremen (11 or more workers)	31.99	3.30	4.84	**40.13**
Diver Tenders	24.99	3.30	4.84	**33.13**

(1) Per hour health benefit includes hospitalization, medical and life insurance.

(2) Includes all work historically related to the unloading, hoisting, rigging skidding, moving, dismantling, aligning, erecting, assembling, repairing, maintenance, and adjusting of all machinery and equipment installed either in buildings, factories structures; be it powered or receiving power manually by steam, gas, electric, gasoline, diesel, nuclear, solar, water, air or chemically, and in industries such as power plants, water and sewage treatment, garbage waste and recycling plants, alumin processing plants, amusement and entertainment field. Installation of mechanical equipment in atomic energy plants, installation of reactors in power plants, installation of control rods and equipment in reactors, hydraulic escape door and any and all component parts thereto, either assembled, semi-assembled, or dissembled. Such work includes, but is not limited to the following: setting of all engines, motors, generators, air compressors, fans, pumps, scales, hoppers, conveyors of all types sizes, and their supports, escalators, man lifts, moving sidewalks, hoists, dumb waiters, all types of feeding machinery amusement devices, the handling and installation of pulleys, gears, sheaves, fly wheels, air and vacuum drives, worm drives directly or indirectly coupled to motors, belts, chains, screws, legs, boots, guards, boot splicing of ropes, cables, boarding ramps, and air bridges; underwater installation, repair and inspection of pipelines, water and sewage systems, suction and discharge lines and all underwater work not incidental to piledriving and bridge carpenter.

(3) Except the divers incident to piledriving and bridge carpentry are covered by that schedule.

APPRENTICE RATIO:
One (1) Apprentice to three (3) Journeymen after three (3) Journeymen and a Foreman have been hired

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
OPERATING ENGINEERS, BUILDING WORK				
BUILDING (Work within 5 ft. line of building).				
CLASS A	$ 22.90	$ 3.35	$ 1.75	**$ 28.00**
Cranes and Derricks Hoists (2&3 drum only) Utility Operators (grouped misc. equipt.)				
CLASS B	$ 21.28	$ 3.35	$ 1.75	**$ 26.38**
Graders, Finish, Drill Rig, Truck Mounted, Watson Class				
CLASS C	$ 19.73	$ 3.35	$ 1.75	**$ 24.83**
Dragline Grader, Rough Concrete Pumps (truck mounted and placing booms)				
CLASS D	$ 18.55	$ 3.35	$ 1.75	**$ 23.65**
Backhoes (track, rubber tires, etc..) Hyd. Crane (under 15 tons) Truck Mounted Hyd. Boom Bulldozers Pavement Breakers Travel Lift Trenching Machine Gradall Front-End Loaders and "Bobcats" Welder Mechanic Drill Rig, Truck mounted (Sterling Class)				
CLASS E	$ 17.20	$ 3.35	$ 1.75	**$ 22.30**
Batching Plant Boring Machine Concrete Pump (trailer mounted)				

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
OPERATING ENGINEERS, BUILDING WORK				
CLASS E Continued Hoists (electric, hyd., air) personnel, material, tugger Inside Elevators Forklift Spreading/Finishing Mach. All other power equipment not specified.	$ 17.20	$ 3.35	$ 1.75	**$ 22.30**
CLASS F Rollers Compressor (over 250 CFM) Utility Oper. (less than 6 pcs. Equip.) Pumps/Dewatering (4"+) Tractors Driver (misc. trucks) Welding Machines (3 or more) Scrapers and Off-Road Trucks	$ 16.15	$ 3.35	$ 1.75	**$ 21.25**
CLASS G Oiler/ Driver/Signalman	$ 16.30	$ 3.35	$ 1.75	**$ 21.40**
CLASS H Oiler Mechanic Helper	$ 14.85	$ 3.35	$ 1.75	**$ 19.95**
Apprentices: Must be under the supervision of a Journeyman (Ratio (3) apprentices to (1) Journeyman)				
First 6 months	$ 9.27	$ 3.35	$ 1.75	**$ 14.37**
Second 6 Months	$ 10.20	$ 3.35	$ 1.75	**$ 15.30**
Third 6 months	$ 11.12	$ 3.35	$ 1.75	**$ 16.22**
Fourth 6 months	$ 12.05	$ 3.35	$ 1.75	**$ 17.15**
Fifth 6 months	$ 13.90	$ 3.35	$ 1.75	**$ 19.00**
Sixth 6 month	$ 15.76	$ 3.35	$ 1.75	**$ 20.86**

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
PAINTERS & ALLIED TRADES				
Journeymen Painters; Brush, rollers, spray;	13.25	2.25	1.00	**16.50**
Steel, Swing / Stage, Tanks, Lead/ Asbestos Abatement Power Facilities, Catalized Epoxies, Urethanes, HIPAC Coatings Etc..	18.00	2.25	1.00	**21.25**
Bridges, Nuclear Power Sites:	18.00	2.25	1.00	**21.25**
Apprentices:				
First 6 months	8.61	2.25	0.10	**10.96**
Second 6 months	9.28	2.25	0.10	**11.63**
Third 6 months	9.93	2.25	0.10	**12.28**
Fourth 6 months	10.60	2.25	0.10	**12.95**
Fifth 6 months	11.26	2.25	0.10	**13.61**
Sixth 6 months	11.92	2.25	0.10	**14.27**
Seventh 6 months	12.58	2.25	0.10	**14.93**
Eighth 6 months	12.58	2.25	0.10	**14.93**

Chargeperson; (working up to 5 employees; add .75 per hour)
Chargeperson; (working 6 or more employees; add $1.00 per hour)
General Foreman; 1.00 per hour above highest paid chargeperson.

PAINTERS
Work will include, but is not limited to: preparation, application and removal of all types of coatings and coating systems in relation to all painting, decorating, protective coatings, coating and staining of concrete floors and toppings, waterproofing, masonry restoration, fireproofing, fire retarding, metal polishing, refinishing, sealing, lining, fiber glassing, E-Glass fiberglass, carbon fiber, encapsulating, insulating, metalizing, flame spray, the application of Exterior Insulating Finishing Systems; each and all such applications, and similar or substitute applications, on all surfaces, interior and exterior, to include, but not to be limited to: residences; buildings; structures; industrial, power, chemical and manufacturing plants; bridges; tanks; vats; pipes; stacks; light and high tension poles; parking, traffic and air strip lines; trucks; automobile and railroad cars; ships; aircraft; and all machinery and equipment; any and all material used in preparation, application or removal of any paint, coatings or applications, including, but not limited to: the handling and use of thinners, dryers, sealers, binders, pigments, primers, extenders, air and vapor barriers, emulsions, waxes, stains, mastics, plastics, enamels, acrylics, epoxies, epoxy injection and T-Lock welding, alcalyeds, sheet rubber, foams, seamless and tile-like coatings, etc.; all preparation for and removal of any and all materials for finishes, such as deep cleaning, patching, all levels of finishing, taping/finishing skim coating, pointing, caulking, high pressure water, checmical and abrasive blasting, environmental blasting, wet/dry vacuum work, checmical stripping, scraping, air tooling, bleaching, steam cleaning, asbestos and lead abatement/removal; the inspection of all coatings and/or coating systems during their applications will be performed painters, allied trade and their apprentices. All material applied to walls/ceilings with adhesive, staples, tacks, by stretching or adhered by any other method, including all papers, vinyls, flexible woods, fabrics, borders, metals, upholstered wall systems, the fabric covered panels made of plastic/wood or prefinished products of micro fiberglass, etc., acrovin and plastic wall coverings and accessories; and any and all preparations of walls and ceilings etc.
(1) Per hour health benefit includes hospitalization, medical and life insurance.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
PIPEFITTERS, AIR CONDITIONING & REFRIGERATION (2)				
RESIDENTIAL, LIGHT COMMERCIAL, AC UP TO 5 TONS (R4)				
Journeymen	$12.53	$4.05	$0.00	**$16.58**
Foremen	14.41	4.05	0.00	**18.46**
General Foremen	15.04	4.05	0.00	**19.09**
Apprentices:				
First Year (Probationary)	$ 12.43	$ -	$ -	**$ 12.43**
Second year	13.28	4.05	0.00	**17.33**
Third year	14.53	4.05	0.00	**18.58**
Fourth year	17.92	4.05	2.04	**24.01**
Fifth year	20.34	4.05	2.22	**26.61**
Pre Apprentice	9.92	0.00	0.00	**9.92**
COMMERCIAL, AC UP TO 20 TONS (R3)				
Journeymen	$ 18.89	$4.05	$2.65	**$ 25.59**
Foremen	21.72	4.05	2.65	**28.42**
General Foremen	22.67	4.05	2.65	**29.37**
INDUSTRIAL, COMMERCIAL LIMITED, AC UP TO 100 TONS (R2)				
Journeymen	$ 22.42	4.30	$3.39	**$ 30.11**
Foremen	25.78	4.30	3.39	**33.47**
General Foremen	26.90	4.30	3.39	**34.59**
INDUSTRIAL, COMMERCIAL UNLIMITED, AC OVER 100 TONS (R1)				
Journeymen	$ 24.00	$ 4.30	$3.75	**$ 32.05**
Foremen	27.60	4.30	3.75	**35.65**
General Foremen	28.80	4.30	3.75	**36.85**

(1) Per hour health benefit includes hospitalization, medical and insurance.
(2) Includes heating.
APPRENTICE RATIO:
Construction (R1) - One (1) Apprentice to two (2) Journeymen.
Service (R1) - One (1) Apprentice to one (1) Journeyman.
(R2), (R3), (R4) - One (1) Apprentice to one (1) Journeyman.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
PLUMBERS				
JOURNEYMAN RATIO:				
(one Journeyman to two Apprentices)				
Journeymen	$ 22.97	$ 3.55	$2.10	**$ 28.62**
Foremen	25.73	$ 3.55	$2.10	**31.38**
General Foremen	27.56	$ 3.55	$2.10	**33.21**
Apprentices:				
First year	$ 10.34	$ 3.19	$ -	**$ 13.53**
Second year	12.06	$ 3.28	$1.35	**16.69**
Third year	13.78	$ 3.37	$1.35	**18.50**
Fourth year	15.50	$ 3.47	$1.35	**20.32**
Fifth year	17.23	$ 3.55	$1.35	**22.13**
Apprentice Applicants:	$ 8.27	$ 1.00	$ -	**$ 9.27**

APPRENTICE RATIO:
One (1) Journeyman to two (2) Apprentices

(1) Per hour health benefit includes hospitalization, medical and life insurance.
Job descriptions included: The installation of appliances, piping and plumbing fixtures to done by plumbers, plumbers apprentices and apprentice applicants. All job site unloading from tailgate and after all of the handling and rigging of materials, fixtures, appliances having waste, water or gas connections, tools and equipment, for use in the work covered shall be done by plumbers, plumbers apprentices and apprentice applicants. Also included, where required, cement under tubs. All cementing of pipe supports and columns for piping systems. All filling and testing fixtures and pipes as required, including the layout and hook-up of water hose for tests. Where required, cover fixtures for protection. Where required, all grouting of all fixtures. Cementing of all plumbing pipe chases and sleeves.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
ROOFERS, WATERPROOFERS & ALLIED WORKERS (2)				
Journeymen Roofers, Damp & Waterproof Workers	$ 14.50	$ 3.75	$ 2.00	**$ 20.25**
Foreman	15.50	3.75	2.00	**21.25**
Apprentices (Roofers, D. & W. Workers): (4)				
First Year (1200 Hours)	$ 7.98	$ 3.75	$ 2.00	**$ 13.73**
Second Year (1200 Hours)	9.43	3.75	2.00	**15.18**
Third Year (1200 Hours)	10.88	3.75	2.00	**16.63**

(1) Per hour health benefit includes hospitalization, and medical insurance.

(2) The duties of a Journeyperson shall include all work on the following: (a) Slate & Tile Roofs (b) Composition Roof, (c) All forms of Elastomeric and/or Plastic Roofing System, both sheet & liquid. (d) All Tear-off and /or Removal (of any type of roofing), all spudding, sweeping, vacuuming and/or cleanup of any and all areas of any type where a roof is to be relaid or any materials coming under the scope of jurisdiction as outlined.

APPRENTICE RATIO:
One (1) Apprentice to one (1) Journeyman on tile roofs

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
SHEET METAL WORKERS (2)				
Journeymen	$20.96	$3.69	$ 4.61	**$ 29.26**
Foremen	23.06	3.69	4.61	**31.36**
General Foremen	24.10	3.69	4.61	**32.40**
Apprentices:				
First 6 months	$10.48	$ 3.69	$ 2.31	**$ 16.48**
Second 6 months	11.53	3.69	2.54	**17.76**
Third 6 months	12.58	3.69	2.77	**19.04**
Fourth 6 months	13.62	3.69	3.00	**20.31**
Fifth 6 months	14.67	3.69	3.23	**21.59**
Sixth 6 months	15.72	3.69	3.46	**22.87**
Seventh 6 months	16.77	3.69	3.69	**24.15**
Eighth 6 months	17.82	3.69	3.92	**25.43**

(1) Per hour health benefit includes hospitalization, medical, dental, and life insurance.

(2) Includes: (a) manufacture, fabrication, assembling, handling, erection, installation, dismantling, all ferrous or nonferrous metal work and all other materials used in lieu thereof and of all air-veyor systems and air-handling systems, regardless of material used including the setting of all equipment and all reinforcements in connection therewith; (b) all lagging over insulation and all duct lining; (c) testing and balancing of all air-handling equipment and duct work; (d) the preparation of all shop and field sketches whether manually drawn or computer assisted used in fabrication and erection, including those taken from original architectural and engineering drawings or sketches; and (e) al other work included in the jurisdictional claims of Sheet Metal Workers' International Association.

APPRENTICE RATIO:
One (1) Apprentice to three (3) Journeymen.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
SIGN/DISPLAY & ALLIED TRADES				
DECORATORS				
Show (Decorators) Journeymen				
Class A	$ 18.80	$ 3.28	$ 3.20	**$ 25.28**
Class B	12.68	3.28	0.00	**15.96**
Show Display Workers	9.80	0.00	0.00	**9.80**
Show Utility Workers	7.50	0.00	0.00	**7.50**
SIGN/DISPLAY				
Shop (Display)				
Builder Journeymen	$ 15.45	$ 1.50	$ 1.00	**$ 17.95**
Shop (Display Builders)	12.97	1.50	1.00	**15.47**
Shop (Sign Painters)				
Journeymen	15.45	2.66	1.00	**19.11**
Shop (Spray Painters)				
Journeymen	14.22	2.66	1.00	**17.88**
Seamstresses	9.75	1.50	1.00	**12.25**

(1) Per hour health benefit includes hospitalization, medical and life insurance.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
SPRINKLER FITTERS				
Construction less than 13 stories and less than 150,000 sq. ft. All warehouses.				
Journeymen	$20.80	$ 5.90	$ 3.40	**$ 30.10**
Foremen (4 or less workers)	21.90	5.90	3.40	**31.20**
Foremen (5 or more workers)	22.30	5.90	3.40	**31.60**
Apprentices:				
First year	$ 11.05	$ 5.90	$ 3.40	**$ 20.35**
Second year	12.15	5.90	3.40	**21.45**
Third year	13.26	5.90	3.40	**22.56**
Fourth year	15.60	5.90	3.40	**24.90**
Fifth year	17.68	5.90	3.40	**26.98**
Construction 13 stories or more and 150,000 sq. ft. or more.				
Journeymen	$ 22.10	$ 5.90	$ 3.40	**$ 31.40**
Foremen (4 or less workers)	23.20	5.90	3.40	**32.50**
Foremen (5 or more workers)	23.60	5.90	3.40	**32.90**
Gen. Foreman (15 or more workers)	25.10	5.90	3.40	**34.40**
Apprentices:				
First year	$ 11.05	$ 5.90	$ 3.40	**$ 20.35**
Second year	12.15	5.90	3.40	**21.45**
Third year	13.26	5.90	3.40	**22.56**
Fourth year	16.57	5.90	3.40	**25.87**
Fifth year	18.78	5.90	3.40	**28.08**
Helper	$ 8.50	$ -	$ -	**$ 8.50**

(1) Per hour health benefit includes hospitalization, medical, and life insurance.

HELPER RATIO:
One (1) Helper for first two Journeymen, and
One (1) Helper for every additional two Journeymen.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
TEAMSTERS, TRUCKING				
Dispatchers, (Driver Foreman)	$22.56	$4.53	$2.65	**$29.74**
Truck Driver, (All Equipment)	20.44	4.53	2.65	**27.62**

(1) Per hour health benefit includes hospitalization, medical and life insurance.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"BUILDING CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

For any class of laborers or mechanics which is not listed in the wage determination and which is to be employed under the contract, the required wage rate shall be the combined overall dollar value on an hourly basis of the "basic hourly rate of pay" (as defined in 29 C.F.R. Section 5.24) and of the fringe benefits payments for hospitalization, medical, pension and life insurance for such class under the United States Secretary of Labor's applicable Davis -Bacon wage determination in effect for Dade County.

Questions concerning the comparability of worker classifications or the applicability of Davis-Bacon classification shall be determined by the County.

Please Contact:

The Department of Business Development
Contract Review and Compliance Division
140 West Flagler Street
11th Floor Suite # 1107
Miami, Florida 33130
Phone Number: (305) 375-3377
Fax Number: (305) 375-2343

MIAMI DADE COUNTY, FLORIDA

RESPONSIBLE WAGES AND BENEFITS

SECTION 2-11.16 OF THE CODE
(ORDINANCE 90-143)

SUPPLEMENTAL GENERAL CONDITIONS

WAGES AND BENEFITS SCHEDULE
(Construction Type: **Heavy**)
Heavy Construction projects are those projects that are not properly classified as either "Building", or "Highway".

NOTICE TO EMPLOYEES

FAIR WAGE AFFIDAVIT

PAYROLL FORM WH-347
(For Contractors Optional Use)

SECOND QUARTER
2004

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS & FORGERS (2)				
Journeymen	$ 26.18	$ 5.77	$ 5.00	**$ 36.95**
Foremen	27.93	5.77	5.00	**38.70**
General Foremen	28.93	5.77	5.00	**39.70**
Apprentices:				
1st Period	$ 19.89	$ 5.77	$ 4.07	**$ 29.73**
2nd Period	21.14	5.77	4.07	**30.98**
3rd Period	22.40	5.77	4.07	**32.24**
4th Period	23.66	5.77	4.07	**33.50**
5th Period	24.92	5.77	4.07	**34.76**
6th Period	24.92	5.77	5.00	**35.69**
Subjourneymen				
1000 Hours Plus	$ 17.63	$ 5.07	$ -	**$ 22.70**
Less than 1000 Hours	17.63	-	0.00	**17.63**

(1) Per hour health benefit includes hospitalization, medical and life insurance. (Applies to all trade classifications).

(2) Includes welders, acetylene burners, riveters, chippers, caulkers, riggers, grinders, reamers, and impact machine operators employed incident to boiler making work.

APPRENTICE RATIO:
30% of the work force may be made up of Apprentices.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
BRICKLAYERS & ALLIED CRAFTSMEN (2)				
Journeymen	$ 18.50	$3.05	$1.40	**$ 22.95**
Foremen	19.50	3.05	1.40	**23.95**
General Foremen	21.45	3.05	1.40	**25.90**
Apprentices:				
First 6 months	$ 12.02	$ 3.05	$ 1.40	**$ 16.47**
Second 6 months	12.95	3.05	1.40	**17.40**
Third 6 months	13.87	3.05	1.40	**18.32**
Fourth 6 months	14.80	3.05	1.40	**19.25**
Fifth 6 months	15.72	3.05	1.40	**20.17**
Sixth 6 months	16.65	3.05	1.40	**21.10**

The Industrial Rates are 15% over the joyrneyman rate

(1) Per hour health benefit includes hospitalization, medical, and life insurance.

(2) Rates include Residential, Building, Heavy Construction and Highway work as described in USDOL, Employment Standards Administration, Memorandum No. 130

Includes brick, stone, artificial, cement and marble masonry, plastering, marble, mosaic, terrazzo work, tile layer's work, cement or concrete blocklaying and pointing, caulking, grouting and cleaning of materials used in this work, together with any and all materials, natural or artificial, rough or cultured; whether quarried, manufactured or any substitute or replacement; precast erectors, pool specialist and roof deck applicators.

APPRENTICE RATIO:
One (1) Apprentice to two (2) Journeymen, if an average of two (2) Journeymen have been employed for One (1) year immediately prior to employment of the Apprentice.
One (1) Apprentice to three (3) Journeymen if working on the same job.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
CARPENTERS /JOINERS/LATHER(2)				
Journeymen	$ 17.73	$ 3.92	$ 1.35	**$ 23.00**
Foremen (15 or less workers)	18.73	3.92	1.35	**24.00**
Foremen (16 or more workers)	19.23	3.92	1.35	**24.50**
Apprentices (Carpenters, Carpet Workers and Interior Specialist):				
First 6 months	$ 11.00	3.92	1.35	**$ 16.27**
Second 6 months	11.88	3.92	1.35	**17.15**
Third 6 months	12.77	3.92	1.35	**18.04**
Fourth 6 months	13.66	3.92	1.35	**18.93**
Fifth 6 months	14.54	3.92	1.35	**19.81**
Sixth 6 months	15.43	3.92	1.35	**20.70**
Seventh 6 months	16.32	3.92	1.35	**21.59**
Eighth 6 months	17.20	3.92	1.35	**22.47**
CARPET WORKERS				
Journeymen	$ 17.35	3.92	1.35	**$ 22.62**
Foremen (12 or less workers)	18.35	3.92	1.35	**23.62**
Foreman (13 or more workers)	18.85	3.92	1.35	**24.12**

(1) Per hour health benefit includes hospitalization, medical, and life insurance.

(2) Includes prefabrication or construction of forms for footing or foundations buildings, structures of all descriptions, whether made of wood, metal, plastic or any other type of material, the erecting of structural parts of a building, or structure made of wood or any substitute such as plastics or composition materials, that puts together roofs, partitions, fabricates or erects forms for decking or other structural parts of a building, or any structure, and dismantling of all forms. All framing in connection with the setting of metal columns. The settings of all forms, centers and bulkheads, the fabrication and setting of screeds and stakes for concrete and mastic floors where the screed is notched or fitted or made up of more than one. The making and setting of all forms used in concrete work.

NOTE:
When the term CARPENTER AND JOINER is used, it shall mean all the sub-divisions of the trade consists of the milling, fashioning, joining, assembling, erecting, fastening or dismantling of all material of wood, plastic, metal, fiber, cork and composition, and all other substitute.

When five (5) or more workers are employed on a job, one (1) worker shall be a foreman.
Add $0.50 per hour to the per hour wage rate when work is done on swinging scaffolds, boatswains chairs or any like device.

APPRENTICE RATIO:
Two (2) Apprentices to Three (3) Journeymen.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
ELECTRICAL WORKERS(1)				
UNDER TWO (2) MILLION (Electrical portion of Contract)				
Journeymen:				
Wiremen	$ 21.00	$ 5.15	$ 2.28	**$ 28.43**
Cable Splicers	21.50	5.15	2.32	**28.97**
Welders	21.50	5.15	2.32	**28.97**
Foremen	23.08	5.15	2.45	**30.68**
General Foremen	25.15	5.15	2.61	**32.91**
Apprentices:				
First year	$ 11.13	$ 5.15	$ 1.49	**$ 17.77**
Second year	11.76	5.15	1.54	**18.45**
Third year	13.02	5.15	1.64	**19.81**
Fourth year	14.28	5.15	1.74	**21.17**
Fifth year	16.17	5.15	1.89	**23.21**
OVER TWO (2) MILLION (Electrical portion of Contract)				
Journeymen:				
Wiremen	$ 23.46	$ 5.15	$ 2.48	**$ 31.09**
Cable Splicers	24.96	5.15	2.60	**32.71**
Welders	24.96	5.15	2.60	**32.71**
Foremen	25.78	5.15	2.66	**33.59**
General Foremen	28.10	5.15	2.85	**36.10**
Apprentices (same rates as above)				

(1) Includes: installation, repair, alter, add or change any electrical wire fixtures, appliance apparatus, raceways conduit or a part there of which generates, transmits, transforms or utilizes electrical energy in any form for heat, light, or power including the electrical installations within plants and sub-stations, traffic signalization, additionally, work of installing a low voltage fire alarm systems.

APPRENTICE RATIO:
One (1) Apprentice to three (3) Journeymen.
NOTE: Add $1.50 per hour to the per hour wage rate for Journeymen working in hazardous locations.

Electrical rates listed within the Responsible Wages and Benefits Ordinance 90-143 are based on the total value of electrical projects and cannot be broken down into smaller projects to avoid payment of the established wages.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
ELECTRICAL WORKER (ELECTRIC SIGN)				
Journeymen:				
Electric Sign	$20.90	$5.15	$2.27	**28.32**
Foreman	$22.99	$5.15	$2.44	**30.58**
General Foreman	$24.60	$5.15	$2.57	**32.32**
Apprentices:				
First Year	$11.08	$5.15	$1.49	**17.72**
Second Year	$11.70	$5.15	$1.54	**18.39**
Third Year	$12.96	$5.15	$1.64	**19.75**
Fourth Year	$14.21	$5.15	$1.74	**21.10**
Fifth Year	$16.09	$5.15	$1.89	**23.13**

Hazard Pay: add $1.75, one dollar and seventy five cents to the per hour rate for Journeyman.

APPRENTICE RATIO: One Apprentice to three Journeymen.

Includes: installation repair, addition, or changes of any illuminated sign, non-illuminated sign, or luminous tubes. Any electrical wire, fixtures, appliance apparatus, raceway, conduit, or any part thereof which transmits transfers or utilizes electrical energy in any form for heat, light, or power.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
IRONWORKERS (2)				
Journeymen	$20.14	$3.40	$1.78	**$ 25.32**
Foremen	22.14	3.40	1.78	**27.32**
General Foremen	24.14	3.40	1.78	**29.32**
Apprentices:				
First 6 months (1000 Hou	$12.08	$ 3.40	$ -	**$ 15.48**
Second 6 months (1000 Hou	13.09	3.40	0.00	**16.49**
Third 6 months (1000 Hou	14.10	3.40	0.00	**17.50**
Fourth 6 months (1000 Hou	15.11	3.40	0.00	**18.51**
Fifth 6 months (1000 Hou	16.11	3.40	0.00	**19.51**
Sixth 6 months (1000 Hou	17.12	3.40	0.00	**20.52**
Seventh 6 months (1000 Hou	18.13	3.40	0.00	**21.53**
Eighth 6 months (1000 Hou	19.13	3.40	0.00	**22.53**

Diving Pay 0 to 33 feet deep add Journeyman wages plus $5.00
Diving Pay 33 to 66 feet deep add Journeyman wages plus $5.00

(1) Per hour health benefit includes hospitalization, medical and life insurance.

(2) Includes erection and installation of all bridges, structural, ornamental, reinforcing, posttentioning and miscellaneous irons; including but not limited to the following: bridges (all types), rails, cables, catwalks and miscellaneous metals; structural (all types), bar joists, corrugated sheets on steel decking, monorails, prefabricated metal buildings, bridging, skylights, space frames, stairs, towers, hoists (all types), standing seam metal roofs, heavy rigging, ornamental iron, gates, art work, and fences; reinforcing and posttentioning (all types), rebar, cables and wire mesh; curtain walls, window walls, sealants and caulking, precast and tilt walls, ribbon wall systems, cladding, column covers, electric and manual doors (all types), elevator fronts, store fronts, escalators and trim, windows, fencing (all types), handrails, hardware and screens, rolling overhead doors, cranes and hoists, conveyors (all types), and all miscellaneous metals.

(3) Apprentices must be registered with a certified State of Florida Department of Labor - Bureau of Apprenticeship and Training Program

APPRENTICE RATIO: 33 1/3% of the work force may be Apprentices.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
LABORERS, HEAVY CONSTRUCTION, RAILROAD CONTRACTORS, & UTILITIES CONTRACTORS (1)				
Construction Laborer (2)	$ 10.15	$ 2.02	$ 1.30	**$ 13.47**
Landscape Laborer (2)	10.15	2.02	1.30	**13.47**
Construction Specialist (3)	12.35	2.02	1.30	**15.67**
Pipelayer	12.35	2.02	1.30	**15.67**
Hazardous Waste Specialist (3)	12.35	2.02	1.30	**15.67**
Laborer Concrete Specialist (3)	12.35	2.02	1.30	**15.67**
Landscape Maintenance Laborer	9.80	2.02	1.30	**13.12**
Labor Foreman	11.65	2.02	1.30	**14.97**

(1) Per hour health benefit includes hospitalization, medical and life insurance.

Contractors doing jobsites, such as Pipelaying, Drainage, Concrete Curbs, and Gutters, Sidewalks, Slabs, all Paving and preparations for paving both in and under the building, parking garages or in buildings where garages exist under the buildings. All Site Prep such as dirt filling, excavation, seawalls, bulkheads, landscaping irrigation, all soakage pits, septic tanks, French Drains or other drainage, back filling or work so designated as Heavy Construction Engineering work.

(2) General laborers work include unloading and stockpiling on the ground plastering and/or masonry material

(3) Semi-skilled/Specialist classifications shall include all tenders (mason and plasterers), pipelayers (concrete and clay) laborers engaged in concreting on all slip form operation, mortar and power tools operators on all equipment coming under the jurisdiction of the Laborers International Union of North America, AFL-CIO. Tenders shall be define as experienced men having regular specialized duties requiring a knowledge of methods and material relating to their work and actively engaged in tending the crafts listed above.

NOTE:
Add $0.50 per hour to the per hour wage rate if power tools are used.
Add $0.50 per hour to the per hour wage rate for water truck driver.
Add $0.25 per hour to the per hour wage rate if freshly creosoted lumber or hot mastic materials are handled.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
MILLWRIGHTS, MACHINERY ERECTORS & DIVERS (2)				
Journeymen	$22.29	$3.30	$4.84	**$ 30.43**
Foremen	23.79	3.30	4.84	**31.93**
General Foremen	24.29	3.30	4.84	**32.43**
Apprentices:				
First year (6 months)	$13.37	$3.30	$4.84	**$ 21.51**
Second year (6 months)	14.49	3.30	4.84	**22.63**
Third year (6 months)	15.60	3.30	4.84	**23.74**
Fourth year (6 months)	16.72	3.30	4.84	**24.86**
Fifth year (6 months)	17.83	3.30	4.84	**25.97**
Sixth year (6 months)	18.95	3.30	4.84	**27.09**
Seventh year (6 months)	20.06	3.30	4.84	**28.20**
Eigth year (6 months)	21.18	3.30	4.84	**29.32**
Journeymen Divers (3)	$27.99	$3.30	$4.84	**$ 36.13**
Foremen (Divers)	29.99	3.30	4.84	**38.13**
Foremen (11 or more workers)	31.99	3.30	4.84	**40.13**
Diver Tenders	24.99	3.30	4.84	**33.13**

(1) Per hour health benefit includes hospitalization, medical and life insurance.

(2) Includes all work historically related to the unloading, hoisting, rigging skidding, moving, dismantling, aligning, erecting, assembling, repairing, maintenance, and adjusting of all machinery and equipment installed either in buildings, factories structures; be it powered or receiving power manually by steam, gas, electric, gasoline, diesel, nuclear, solar, water, air or chemically, and in industries such as power plants, water and sewage treatment, garbage waste and recycling plants, aluminum processing plants, amusement and entertainment field. Installation of mechanical equipment in atomic energy plants, installation of reactors in power plants, installation of control rods and equipment in reactors, hydraulic escape door and any and all component parts thereto, either assembled, semi-assembled, or dissembled. Such work includes, but is not limited to the following: setting of all engines, motors, generators, air compressors, fans, pumps, scales, hoppers, conveyors of all types, sizes, and their supports, escalators, man lifts, moving sidewalks, hoists, dumb waiters, all types of feeding machinery amusement devices, the handling and installation of pulleys, gears, sheaves, fly wheels, air and vacuum drives, worm drives directly or indirectly coupled to motors, belts, chains, screws, legs, boots, guards, boot splicing of ropes, cables, boarding ramps, and air bridges; underwater installation, repair and inspection of pipelines, water and sewage systems, suction and discharge lines and all underwater work not incidental to piledriving and bridge carpenter.

(3) Except the divers incident to piledriving and bridge carpentry are covered by that schedule.

APPRENTICE RATIO:
One (1) Apprentice to three (3) Journeymen after three (3) Journeymen and a Foreman have been hired

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
OPERATING ENGINEERS, HEAVY CONSTRUCTION				
(Includes all work except Building Work or Highway Construction)				
CLASS A				
Cranes and Derricks	$ 22.38	$ 3.35	$ 1.75	**$ 27.48**
Hoists (2&3 drum only)				
Grader, Finish				
Drill Rig, Truck Mounted (Watson Class)				
CLASS B				
Draglines	19.73	3.35	1.75	**24.83**
Graders, Sub-Grade				
Concrete Pump (Truck mounted and placing booms)				
Drill Rigs, Truck Mounted (Sterling Class)				
CLASS C				
Backhoes (track, rubber tires etc.	18.55	3.35	1.75	**23.65**
Bulldozers				
Hyd. Crane (under 15 tons)				
Pavement Breakers				
Travel Lift or Straddle Buggy				
Trenching Machine				
Gradall				
Front-end Loaders and "Bobcats"				
Welder				
Mechanic				
CLASS D				
Batching Plant	17.20	3.35	1.75	**22.30**
Boring Machine				
Concrete Pumps (trailer mounted)				
Hoists (electric, hyd., air)				
personnel, material, tugger				
Inside Elevators (temporary only)				
Forklift				

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
OPERATING ENGINEERS, HEAVY CONSTRUCTION				
Spreading/Finishing Machine				
All other power equipment not specified				
CLASS E				
Rollers	$ 16.15	$ 3.35	$ 1.75	**$ 21.25**
Compressor (over 250 CFM)				
Utility Oper. (less than 6 pcs. equip.)				
Pumps/Dewatering (4"+)				
Tractors				
Driver (misc trucks)				
Welding Machines (3 or more)				
Scrapers & Off-Road Trucks				
CLASS F				
Oiler/Driver, Truck Crane	16.30	3.35	1.75	**21.40**
CLASS G				
Oiler/Crawler Crane	14.85	3.35	1.75	**19.95**
Mechanic Helper				
Apprentices: Must be under supervision of a Journeyman (Ratio (3) apprentices to (1) Journeyman)				
First 6 months	$ 9.27	$ 3.35	$ 1.75	**$ 14.37**
Second 6 Months	$ 10.20	$ 3.35	$ 1.75	**$ 15.30**
Third 6 months	$ 11.12	$ 3.35	$ 1.75	**$ 16.22**
Fourth 6 months	$ 12.05	$ 3.35	$ 1.75	**$ 17.15**
Fifth 6 months	$ 13.90	$ 3.35	$ 1.75	**$ 19.00**
Sixth 6 month	$ 15.76	$ 3.35	$ 1.75	**$ 20.86**

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
PAINTERS & ALLIED TRADES				
Journeymen Painters;				
Brush, rollers, spray;	$ 13.25	$ 2.10	$ 0.90	**$ 16.25**
Steel, Swing / Stage, Tanks, Leac	18.00	2.10	0.90	**21.00**
Asbestos Abatement Power Facilities, Catalyzed Epoxies, Urethanes, HIPAC Coatings Etc..				
Bridges, Nuclear Power Sites:	18.00	2.10	0.90	**21.00**
Apprentices:				
First 6 months	8.61	2.10	0.10	**10.81**
Second 6 months	9.28	2.10	0.10	**11.48**
Third 6 months	9.93	2.10	0.10	**12.13**
Fourth 6 months	10.60	2.10	0.10	**12.80**
Fifth 6 months	11.26	2.10	0.10	**13.46**
Sixth 6 months	11.92	2.10	0.10	**14.12**
Seventh 6 months	12.58	2.10	0.10	**14.78**
Eighth 6 months	12.58	2.10	0.10	**14.78**

Chargeperson; (working up to 5 employees; add .75 per hour)
Chargeperson; (working 6 or more employees; add 1.00 per hour)
General Foreman; 1.00 per hour above highest paid chargeperson.
PAINTERS
Work will include, but is not limited to: preparation, application and removal of all types of coatings and coating systems in relation to all painting, decorating, protective coatings, coating and staining of concrete floors and toppings, waterproofing, masonry restoration, fireproofing, fire retarding, metal polishing, refinishing, sealing, lining, fiber glassing, E-Glass fiberglass, carbon fiber, encapsulating, insulating, metalizing, flame spray, the application of Exterior Insulating Finishing Systems; each and all such applications, and similar or substitute applications, on all surfaces, interior and exterior, to include, but not to be limited to: residences; buildings; structures; industrial, power, chemical and manufacturing plants; bridges; tanks; vats; pipes; stacks; light and high tension poles; parking, traffic and air strip lines; trucks; automobile and railroad cars; ships; aircraft; and all machinery and equipment; any and all material used in preparation, application or removal of any paint, coatings or applications, including, but not limited to: the handling and use of thinners, dryers, sealers, binders, pigments, primers, extenders, air and vapor barriers, emulsions, waxes, stains, mastics, plastics, enamels, acrylics, epoxies, epoxy injection and T-Lock welding, alcalyeds, sheet rubber, foams, seamless and tile-like coatings, etc.; all preparation for and removal of any and all materials for finishes, such as deep cleaning, patching, all levels of finishing, taping/finishing skim coating, pointing, caulking, high pressure water, checmical and abrasive blasting, environmental blasting, wet/dry vacuum work, checmical stripping, scraping, air tooling, bleaching, steam cleaning, asbestos and lead abatement/removal; the inspection of all coatings and/or coating systems during their applications will be performed painters, allied trade and their apprentices. All material applied to walls/ceilings with adhesive, staples, tacks, by stretching or adhered by any other method, including all papers, vinyls, flexible woods, fabrics, borders, metals, upholstered wall systems, the fabric covered panels made of plastic/wood or prefinished products of micro fiberglass, etc., acrovin and plastic wall coverings and accessories; and any and all preparations of walls and ceilings etc.
(1) Per hour health benefit includes hospitalization, medical and life insurance.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
PILEDRIVERS, BRIDGE CARPENTERS & DIVERS (2)				
Journeymen Piledrivers and Bridge Carpenters	$ 19.35	$ 3.30	$ 3.15	**$ 25.80**
Foremen (10 or less workers)	21.35	3.30	3.15	**27.80**
Foremen (11 or more workers)	21.60	3.30	3.15	**28.05**
Journeymen Divers	21.85	$ 3.30	$ 3.15	**28.30**
Foremen (10 or less workers)	23.85	3.30	3.15	**30.30**
Foremen (11 or more workers)	25.85	3.30	3.15	**32.30**
Diver Tenders	19.35	3.30	3.15	**25.80**
Apprentices:				
First year	11.61	$ 3.30	$ 3.15	**18.06**
Second Year	13.55	3.30	3.15	**20.00**
Third Year	15.48	3.30	3.15	**21.93**
Fourth Year	17.42	3.30	3.15	**23.87**

(1) Per hour health benefit includes hospitalization, medical, and life insurance.

(2) Includes all work historically related to piledrivers, welders, drillers, burners, riggers, divers, bridge, deck and wharf builders, signaling, and highway construction. Such work includes, but is not limited to, the following kinds, classes, or descriptions of work: fabricating, erecting, dismantling, unloading, moving, spotting, and handling of all piledriving equipment on the jobsite; anchoring, bolting, boom-tending, bracing, building, burning, capping, caulking, cutting, dismantling, drilling, erecting, fabricating, fitting, handling, lagging, loading, moving, plumbing, rafting, securing, signaling, spotting, welding, wrapping, and tying back, unloading and removing, all materials of any kind, make shape or composition, whether prestressed or poststressed concrete, pipe, corrugated shell where power rigging is used, sand piles, sheet piles, auger cast type piling, wood, plastic, fiberglass, steel or any metal or synthetic which is used or installed in, or for, the building,construction, alteration, maintenance, or repair of wharfs, bridges, docks, piers, bulkheads, trestles, cofferdams, tunnels, seawalls, seawall caps, boardwalks, deck, and temporary flotation devices; weights for piers, caissons, and test piles; splicing, heading, placing of stringers for frame work, fabrication and placing of walling, spring fender lines of any material described above; spotting, aligning, monitoring, plumbing, and leveling, of all drilling equipment whether the drilling is vertical, diagonal, on land or water, and is performed by equipment mounted on trucks, cranes, platforms, or barges, or any kind of mounted or self-contained water or land unit; and the handling, loading, unloading, changing, setting up, repairing, welding, or maintenance of the drilling equipment on the jobsite; the fabrication and placing of all decking and guards on all docks, wharfs, and piers on the jobsite; and all underwater work incidental to piledriving and bridge carpentry.

APPRENTICE RATIO: One (1) Apprentice to three (3) Journeymen.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
PIPEFITTERS, AIR CONDITIONING & REFRIGERATION (2)				
RESIDENTIAL, LIGHT COMMERCIAL, AC UP TO 5 TONS (R4)				
Journeymen	$ 12.53	$ 4.05	$ -	**$ 16.58**
Foremen	14.41	4.05	0.00	**18.46**
General Foremen	15.04	4.05	0.00	**19.09**
Apprentices:				
First Year (Probationary)	$ 12.43	$ -	$ -	**$ 12.43**
Second year	13.28	4.05	0.00	**17.33**
Third year	14.53	4.05	0.00	**18.58**
Fourth year	17.92	4.05	2.04	**24.01**
Fifth year	20.34	4.05	2.22	**26.61**
Pretrainee	9.92	0.00	0.00	**9.92**
COMMERCIAL, AC UP TO 20 TONS (R3)				
Journeymen	$ 18.89	$ 4.05	$ 2.65	**$ 25.59**
Foremen	21.72	4.05	2.65	**28.42**
General Foremen	22.67	4.05	2.65	**29.37**
INDUSTRIAL, COMMERCIAL, AC UP TO 100 TONS (R2)				
Journeymen	$ 22.42	$ 4.30	$ 3.39	**$ 30.11**
Foremen	25.78	4.30	3.39	**33.47**
General Foremen	26.90	4.30	3.39	**34.59**
INDUSTRIAL, COMMERCIAL, AC OVER 100 TONS (R1)				
Journeymen	$ 24.00	$ 4.30	$ 3.75	**$ 32.05**
Foremen	27.60	4.30	3.75	**35.65**
General Foremen	28.80	4.30	3.75	**36.85**

(1) Per hour health benefit includes hospitalization, medical and insurance.
(2) Includes heating.
APPRENTICE RATIO:
Construction (R1) - One (1) Apprentice to two (2) Journeymen.
Service (R1) - One (1) Apprentice to one (1) Journeyman.
(R2), (R3), (R4) - One (1) Apprentice to one (1) Journeyman.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
SHEET METAL WORKERS (2)				
Journeymen	$ 24.24	$ 3.69	$ 4.61	**$ 32.54**
Foremen	27.88	3.69	4.61	**36.18**
General Foremen	29.09	3.69	4.61	**37.39**
Apprentices:				
First 6 months	$ 12.12	$ 3.69	$ 2.31	**$ 18.12**
Second 6 months	13.33	3.69	2.54	**19.56**
Third 6 months	14.54	3.69	2.77	**21.00**
Fourth 6 months	15.76	3.69	3.00	**22.45**
Fifth 6 months	16.97	3.69	3.23	**23.89**
Sixth 6 months	18.18	3.69	3.46	**25.33**
Seventh 6 months	19.39	3.69	3.69	**26.77**
Eighth 6 months	20.60	3.69*	3.92	**28.21**

(1) Per hour health benefit includes hospitalization, medical, dental, and life insurance.

(2) Includes: (a) manufacture, fabrication, assembling, handling, erection, installation, dismantling, all ferrous or nonferrous metal work and all other materials used in lieu thereof and of all air-veyor systems and air-handling systems, regardless of material used including the setting of all equipment and all reinforcements in connection therewith; (b) all lagging over insulation and all duct lining; (c) testing and balancing of all air-handling equipment and duct work; (d) the preparation of all shop and field sketches whether manually drawn or computer assisted used in fabrication and erection, including those taken from original architectural and engineering drawings or sketches; and (e) all other work included in the jurisdictional claims of Sheet Metal Workers' International Association.

APPRENTICE RATIO:
One (1) Apprentice to three (3) Journeymen.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
TEAMSTERS, TRUCKING				
Dispatchers, (Driver Foreman)	$ 22.56	$ 4.53	$ 2.65	**$ 29.74**
Truck Drivers, (All Equipment)	20.44	4.53	2.65	**27.62**

(1) Per hour health benefit includes hospitalization, medical and life insurance.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

any class of laborers or mechanics which is not listed in the wage determination and which is to be employed under the contract, the required wage rate shall be the combined overall dollar value on an hourly basis of the "basic hourly rate of pay" (as defined in 29 C.F.R. Section 5.24) and of the fringe benefits payments for hospitalization, medical, pension and life insurance for such class under the United States Secretary of Labor's applicable Davis -Bacon wage determination in effect for Dade County.

Questions concerning the comparability of worker classifications or the applicability of Davis-Bacon classification shall be determined by the County

Please Contact:

The Department of Business Development
Contract Review and Compliance Division
140 West Flagler Street
11th Floor Suite #1107
Miami, Florida 33130
Phone Number : (305) 375-3377
Fax Number: (305) 375-2343

MIAMI DADE COUNTY, FLORIDA

RESPONSIBLE WAGES AND BENEFITS

SECTION 2-11.16 OF THE CODE
(ORDINANCE 90-143)

SUPPLEMENTAL GENERAL CONDITIONS

WAGES AND BENEFITS SCHEDULE
(Construction Type: **Highway**)
Highway Construction projects include the construction, alteration or repairs of roads, streets, highways, runways, taxiways, alleys, trails, paths, parking areas, and other similar projects not incidental to building or heavy construction

NOTICE TO EMPLOYEES

FAIR WAGE AFFIDAVIT

PAYROLL FORM WH-347
(For Contractors Optional Use)

SECOND QUARTER
2004

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HIGHWAY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
BRICKLAYERS & ALLIED CRAFTSMEN (2)				
Journeymen	$ 18.50	$3.05	$1.40	**$ 22.95**
Foremen	19.50	3.05	$ 1.40	**23.95**
General Foremen	21.45	3.05	$ 1.40	**25.90**
Apprentices:				
First 6 months	$ 12.02	$ 3.05	$ 1.40	**$ 16.47**
Second 6 months	12.95	3.05	$ 1.40	**17.40**
Third 6 months	13.87	3.05	$ 1.40	**18.32**
Fourth 6 months	14.80	3.05	$ 1.40	**19.25**
Fifth 6 months	15.72	3.05	$ 1.40	**20.17**
Sixth 6 months	16.65	3.05	$ 1.40	**21.10**

The Industrial Rate is 15% over the journeyman rate.

(1) Per hour health benefit includes hospitalization, medical, and life insurance.

(2) Rates include Residential, Building, Heavy Construction and Highway work as described in USDOL, Employment Standards Administration, Memorandum No. 130

Includes brick, stone, artificial, cement and marble masonry, plastering, marble, mosaic, terrazzo work, tile layer's work, cement or concrete blocklaying and pointing, caulking, grouting and cleaning of materials used in this work, together with any and all materials, natural or artificial, rough or cultured; whether quarried manufactured or any substitute or replacement; precast erectors, pool specialist and roof deck applicators.

APPRENTICE RATIO:
One (1) Apprentice to two (2) Journeymen, if an average of two (2) Journeymen have been employed for One (1) year immediately prior to employment of the Apprentice.
One (1) Apprentice to three (3) Journeymen if working on the same job.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HIGHWAY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
CARPENTERS /JOINERS/LATHER(2)				
Journeymen	$ 17.73	$ 3.92	$ 1.35	**$ 23.00**
Foremen (15 or less workers)	18.73	3.92	1.35	**24.00**
Foremen (16 or more workers)	19.23	3.92	1.35	**24.50**
Apprentices (Carpenters and Carpet Workers):				
First 6 months	$ 11.00	3.92	1.35	**$ 16.27**
Second 6 months	11.88	3.92	1.35	**17.15**
Third 6 months	12.77	3.92	1.35	**18.04**
Fourth 6 months	13.66	3.92	1.35	**18.93**
Fifth 6 months	14.54	3.92	1.35	**19.81**
Sixth 6 months	15.43	3.92	1.35	**20.70**
Seventh 6 months	16.32	3.92	1.35	**21.59**
Eighth 6 months	17.20	3.92	1.35	**22.47**
CARPET WORKERS				
Journeymen	$ 17.35	3.92	1.35	**$ 22.62**
Foremen (12 or less workers)	18.35	3.92	1.35	**23.62**
Foremen (13 or more workers)	18.85	3.92	1.35	**24.12**

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HIGHWAY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE

(1) Per hour health benefit includes hospitalization, medical, and life insurance.

(2) Includes prefabrication or construction of forms for footing or foundations buildings, structures of all descriptions, whether made of wood, metal, plastic or any other type of material, the erecting of structural parts of a building, or structure made of wood or any substitute such as plastics or composition materials, that puts together roofs, partitions, fabricates or erects forms for decking or other structural parts of a building, or any structure, and dismantling of all forms. All framing in connection with the setting of metal columns. The settings of all forms, centers and bulkheads, the fabrication and setting of screeds and stakes for concrete and mastic floors where the screed is notched or fitted or made up of more than one. The making and setting of all forms used in concrete work.

NOTE:
When the term CARPENTER AND JOINER is used, it shall mean all the sub-divisions of the trade consists of the milling, fashioning, joining, assembling, erecting, fastening or dismantling of all material of wood, plastic, metal, fiber, cork and composition, and all other substitute.

When five (5) or more workers are employed on a job, one (1) worker shall be a foreman.
Add $0.50 per hour to the per hour wage rate when work is done on swinging scaffolds, boatswains chairs or any like device.

APPRENTICE RATIO:
Two (2) Apprentices to Three (3) Journeymen.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HIGHWAY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
ELECTRICAL WORKERS (1)				
UNDER TWO (2) MILLION (Electrical portion of Contract)				
Journeymen:				
Wiremen	$ 21.00	$ 5.15	$ 2.28	**$ 28.43**
Cable Splicers	21.50	5.15	2.32	**28.97**
Welders	21.50	5.15	2.32	**28.97**
Foremen	23.08	5.15	2.45	**30.68**
General Foremen	25.15	5.15	2.61	**32.91**
Apprentices:				
First year	$ 11.13	$ 5.15	$ 1.49	**$ 17.77**
Second year	11.76	5.15	1.54	**18.45**
Third year	13.02	5.15	1.64	**19.81**
Fourth year	14.28	5.15	1.74	**21.17**
Fifth year	16.17	5.15	1.89	**23.21**
OVER TWO (2) MILLION (Electrical portion of Contract)				
Journeymen:				
Wiremen	$ 23.46	$ 5.15	$ 2.48	**$ 31.09**
Cable Splicers	24.96	5.15	2.60	**32.71**
Welders	24.96	5.15	2.60	**32.71**
Foremen	25.78	5.15	2.66	**33.59**
General Foremen	28.10	5.15	2.85	**36.10**
Apprentices (same rates as above)				

(1) Includes: installation, repair, alter, add or change any electrical wire fixtures, appliance apparatus, raceways conduit or a part there of which generates, transmits, transforms or utilizes electrical energy in any form for heat, light, or power including the electrical installations within plants and sub-stations, traffic signalization, additionally, work of installing a low voltage fire alarm systems.

APPRENTICE RATIO:
One (1) Apprentice to three (3) Journeymen.
NOTE: Add $1.50 per hour to the per hour wage rate for Journeymen working in hazardous locations.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HIGHWAY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
ELECTRICAL WORKER (ELECTRIC SIGN)				
Journeymen:				
Electric Sign	$20.90	$5.15	$2.27	**$28.32**
Foremen	$22.99	$5.15	$2.44	**$30.58**
General Foremen	$24.60	$5.15	$2.57	**$32.32**
Apprentices:				
First Year	$11.08	$5.15	$1.49	**$17.72**
Second Year	$11.70	$5.15	$1.54	**$18.39**
Third Year	$12.96	$5.15	$1.64	**$19.75**
Fourth Year	$14.21	$5.15	$1.74	**$21.10**
Fifth Year	$16.09	$5.15	$1.89	**$23.13**

Hazard Pay: add $1.75, one dollar and seventy five cents to the per hour rate for Journeyman.

APPRENTICE RATIO: One Apprentice to three Journeymen.

Includes: installation repair, addition, or changes of any illuminated sign, non-illuminated sign, or luminous tubes. Any electrical wire, fixtures, appliance apparatus, raceway, conduit, or any part thereof which transmits transfers or utilizes electrical energy in any form for heat, light, or power.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HIGHWAY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION		PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
IRONWORKERS (2)					
Journeymen		$ 20.14	$ 3.40	$ 1.78	**$ 25.32**
Foremen		22.14	3.40	1.78	**27.32**
General Foremen		24.14	3.40	1.78	**29.32**
Apprentices: (3)					
First 6 months	(1000 Hours	$ 12.08	$ 3.40	$ -	**$ 15.48**
Second 6 months	(1000 Hours)	13.09	3.40	0.00	**16.49**
Third 6 months	(1000 Hours	14.10	3.40	0.00	**17.50**
Fourth 6 months	(1000 Hours)	15.11	3.40	0.00	**18.51**
Fifth 6 months	(1000 Hours	16.11	3.40	0.00	**19.51**
Sixth 6 months	(1000 Hours	17.12	3.40	0.00	**20.52**
Seventh 6 months	(1000 Hours)	18.13	3.40	0.00	**21.53**
Eight 6 months	(1000 Hours	19.13	3.40	0.00	**22.53**

Diving pay 0 to 33 feet deep add Journeyman wages plus $5.00
Diving pay 33 to 66 feet deep add Journeyman wages plus $5.00

(1) Per hour health benefit includes hospitalization, medical and life insurance.

(2) Includes erection and installation of all bridges, structural, ornamental, reinforcing, posttentioning and miscellaneous irons; including but not limited to the following: bridges (all types), rails, cables, catwalks and miscellaneous metals; structural (all types), bar joists, corrugated sheets on steel decking, monorails, prefabricated metal buildings, bridging, skylights, space frames, stairs, towers, hoists (all types), standing seam metal roofs, heavy rigging, ornamental iron, gates, art work, and fences; reinforcing and posttentioning (all types), rebar, cables and wire mesh; curtain walls, window walls, sealants and caulking, precast and tilt walls, ribbon wall systems, cladding, column covers, electric and manual doors (all types), elevator fronts, store fronts, escalators and trim, windows, fencing (all types), handrails, hardware and screens, rolling overhead doors, cranes and hoists, conveyors (all types), and all miscellaneous metals.

(3) Apprentices must be registered with a certified State of Florida Department of Labor - Bureau of Apprenticeship and Training Program

APPRENTICE RATIO: 33 1/3% of the work force may be Apprentices.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HIGHWAY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
LABORERS, HIGHWAY CONSTRUCTION				
Construction Laborer (2)	$ 10.15	$ 2.02	$ 1.30	**$ 13.47**
Landscape Laborer (2)	10.15	2.02	1.30	**13.47**
Labor Foreman	11.65	2.02	1.30	**14.97**
Construction Specialist (3)	12.35	2.02	1.30	**15.67**
Pipelayer	12.35	2.02	1.30	**15.67**
Hazardous Waste Specialist (3)	12.35	2.02	1.30	**15.67**
Laborer Concrete Specialist (4)	12.35	2.02	1.30	**15.67**

(1) Per hour health benefit includes hospitalization, medical and life insurance.

(2) Construction laborers work include unloading and stockpiling on the ground plastering and/or masonry material

(3) Construction Specialist classifications shall include all tenders (mason and plasterers), pipelayers (concrete and c laborers engaged in concreting on all slip form operation, mortar and power tools operators on all equipment coming under the jurisdiction of the Laborers International Union of North America, AFL-CIO. Tenders shall be define as experienced men having regular specialized duties requiring a knowledge of methods and material relating to their work and actively engaged in tending the crafts listed above.

(4) Laborer Concrete Specialist classification shall include the preparation, pouring, placing, spreading rodding and finishing of cement or concrete on highways, roads, streets and airport runways.

NOTE:
Add $0.50 per hour to the per hour wage rate if power tools are used.
Add $0.50 per hour to the per hour wage rate for water truck driver.
Add $0.25 per hour to the per hour wage rate if freshly creosoted lumber or hot mostic materials are handled.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HIGHWAY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
MILLWRIGHTS, MACHINERY ERECTORS & DIVERS (2)				
Journeymen	$22.29	$3.30	$4.84	**$ 30.43**
Foremen	23.79	3.30	4.84	**31.93**
General Foremen	24.29	3.30	4.84	**32.43**
Apprentices:				
First year (6 months)	$13.37	$3.30	$4.84	**$ 21.51**
Second year (6 months)	14.49	3.30	4.84	**22.63**
Third year (6 months)	15.60	3.30	4.84	**23.74**
Fourth year (6 months)	16.72	3.30	4.84	**24.86**
Fifth year (6 months)	17.83	3.30	4.84	**25.97**
Sixth year (6 months)	18.95	3.30	4.84	**27.09**
Seventh year (6 months)	20.06	3.30	4.84	**28.20**
Eigth year (6 months)	21.18	3.30	4.84	**29.32**
Journeymen Divers (3)	$27.99	$3.30	$4.84	**$ 36.13**
Foremen (Divers)	29.99	3.30	4.84	**38.13**
Foremen (11 or more workers)	31.99	3.30	4.84	**40.13**
Diver Tenders	24.99	3.30	4.84	**33.13**

(1) Per hour health benefit includes hospitalization, medical and life insurance

(2) Includes all work historically related to the unloading, hoisting, rigging skidding, moving, dismantling, aligning, erecting assembling, repairing, maintenance, and adjusting of all machinery and equipment installed either in buildings, factorie structures; be it powered or receiving power manually by steam, gas, electric, gasoline, diesel, nuclear, solar, water, air o chemically, and in industries such as power plants, water and sewage treatment, garbage waste and recycling plants, aluminum processing plants, amusement and entertainment field. Installation of mechanical equipment in atomic energy plants installation of reactors in power plants, installation of control rods and equipment in reactors, hydraulic escape door and an and all component parts thereto, either assembled, semi-assembled, or dissembled. Such work includes, but is not limited t the following: setting of all engines, motors, generators, air compressors, fans, pumps, scales, hoppers, conveyors of all types sizes, and their supports, escalators, man lifts, moving sidewalks, hoists, dumb waiters, all types of feeding machiner amusement devices, the handling and installation of pulleys, gears, sheaves, fly wheels, air and vacuum drives, worm drive directly or indirectly coupled to motors, belts, chains, screws, legs, boots, guards, boot splicing of ropes, cables, boardin ramps, and air bridges; underwater installation, repair and inspection of pipelines, water and sewage systems, suction an discharge lines and all underwater work not incidental to piledriving and bridge carpenter

(3) Except the divers incident to piledriving and bridge carpentry are covered by that schedule

APPRENTICE RATIO:
One (1) Apprentice to three (3) Journeymen after three (3) Journeymen and a Foreman have been hire

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HIGHWAY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
PAINTERS & ALLIED TRADES				
Journeymen Painters; Brush, rollers, spray;	$ 13.25	$ 2.10	$ 0.90	**$ 16.25**
Steel, Swing / Stage, Tanks, Lead/ Asbestos Abatement Power Facilities, Catalyzed Epoxies, Urethanes, HIPAC Coatings Etc..	18.00	2.10	0.90	**21.00**
Bridges, Nuclear Power Sites:	18.00	2.10	0.90	**21.00**
Apprentices:				
First 6 months	8.61	2.10	0.10	**10.81**
Second 6 months	9.28	2.10	0.10	**11.48**
Third 6 months	9.93	2.10	0.10	**12.13**
Fourth 6 months	10.60	2.10	0.10	**12.80**
Fifth 6 months	11.26	2.10	0.10	**13.46**
Sixth 6 months	11.92	2.10	0.10	**14.12**
Seventh 6 months	12.58	2.10	0.10	**14.78**
Eighth 6 months	12.58	2.10	0.10	**14.78**

Chargeperson; (working up to 5 employees; add .75 per hour)
Chargeperson; (working 6 or more employees; add 1.00 per hour)
General Foreman; 1.00 per hour above highest paid chargeperson.
PAINTERS
Work will include, but is not limited to: preparation, application and removal of all types of coatings and coating systems in relation to all painting, decorating, protective coatings, coating and staining of concrete floors and toppings, waterproofing, masonry restoration, fireproofing, fire retarding, metal polishing, refinishing, sealing, lining, fiber glassing, E-Glass fiberglass, carbon fiber, encapsulating, insulating, metalizing, flame spray, the application of Exterior Insulating Finishing Systems; each and all such applications, and similar or substitute applications, on all surfaces, interior and exterior, to include, but not to be limited to: residences; buildings; structures; industrial, power, chemical and manufacturing plants; bridges; tanks; vats; pipes; stacks; light and high tension poles; parking, traffic and air strip lines; trucks; automobile and railroad cars; ships; aircraft; and all machinery and equipment; any and all material used in preparation, application or removal of any paint, coatings or applications, including, but not limited to: the handling and use of thinners, dryers, sealers, binders, pigments, primers, extenders, air and vapor barriers, emulsions, waxes, stains, mastics, plastics, enamels, acrylics, epoxies, epoxy injection and T-Lock welding, alcalyeds, sheet rubber, foams, seamless and tile-like coatings, etc.; all preparation for and removal of any and all materials for finishes, such as deep cleaning, patching, all levels of finishing, taping/finishing skim coating, pointing, caulking, high pressure water, checmical and abrasive blasting, environmental blasting, wet/dry vacuum work, checmical stripping, scraping, air tooling, bleaching, steam cleaning, asbestos and lead abatement/removal; the inspection of all coatings and/or coating systems during their applications will be performed painters, allied trade and their apprentices. All material applied to walls/ceilings with adhesive, staples, tacks, by stretching or adhered by any other method, including all papers, vinyls, flexible woods, fabrics, borders, metals, upholstered wall systems, the fabric covered panels made of plastic/wood or prefinished products of micro fiberglass, etc., acrovin and plastic wall coverings and accessories; and any and all preparations of walls and ceilings etc.
(1) Per hour health benefit includes hospitalization, medical and life insurance.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HIGHWAY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
PILEDRIVERS, BRIDGE CARPENTERS & DIVERS (2)				
Journeymen Piledrivers and Bridge Carpenters	$ 19.35	$ 3.30	$ 3.15	**$ 25.80**
Foremen (10 or less workers)	21.35	$ 3.30	3.15	**27.80**
Foremen (11 or more workers)	21.60	3.30	3.15	**28.05**
Journeymen Divers	21.85	$ 3.30	3.15	**28.30**
Foremen (10 or less workers)	23.85	3.30	3.15	**30.30**
Foremen (11 or more workers)	25.85	3.30	3.15	**32.30**
Diver Tenders	19.35	3.30	3.15	**25.80**
Apprentices:				
First year	11.61	$ 3.30	3.15	**18.06**
Second Year	13.55	3.30	3.15	**20.00**
Third Year	15.48	3.30	3.15	**21.93**
Fourth Year	17.42	3.30	3.15	**23.87**

(1) Per hour health benefit includes hospitalization, medical, and life insurance.

(2) Includes all work historically related to piledrivers, welders, drillers, burners, riggers, divers, bridge, deck and wharf builder signaling, and highway construction. Such work includes, but is not limited to, the following kinds, classes, or descriptions of work: fabricating, erecting, dismantling, unloading, moving, spotting, and handling of all piledriving equipment on the jobsite; anchoring, bolting, boom-tending, bracing, building, burning, capping, caulking, cutting, dismantling, drilling, erecting, fabricating, fitting, handling, lagging, loading, moving, plumbing, rafting, securing, signaling, spotting, welding, wrapping, and tying back, unloading and removing, all materials of any kind, make shape or composition, whether prestressed or poststressed concrete, pipe, corrugated shell where power rigging is used, sand piles, sheet piles, auger cast type piling, wood, plastic, fiberglass, steel or any metal or synthetic which is used or installed in, or for, the building, construction, alteration, maintenance, or repair of wharfs, bridges, docks, piers, bulkheads, trestles, cofferdams, tunnels, seawalls, seawall caps, boardwalks, deck, and temporary flotation devices; weights for piers, caissons, and test piles; splicing, heading, placing of stringers for frame work, fabrication and placing of walling, spring fender lines of any material described above; spotting, aligning, monitoring, plumbing, and leveling, of all drilling equipment whether the drilling is vert diagonal, on land or water, and is performed by equipment mounted on trucks, cranes, platforms, or barges, or any kind of mounted or self-contained water or land unit; and the handling, loading, unloading, changing, setting up, repairing, welding, or maintenance of the drilling equipment on the jobsite; the fabrication and placing of all decking and guards on a docks, wharfs, and piers on the jobsite; and all underwater work incidental to piledriving and bridge carpentry.

APPRENTICE RATIO: One (1) Apprentice to three (3) Journeymen.

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HIGHWAY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
POWER EQUIPMENT OPERATORS				
DAVIS-BACON WAGE DECISION FL 030044/HIGHWAY (06/13/03)				
Asphalt Distributor	$ 8.67	$ -	$ -	**$ 8.67**
Asphalt Paving Machine Operator	10.48	0.00	0.00	**10.48**
Asphalt Screed	9.22	0.00	0.00	**9.22**
Backhoe	11.27	0.00	0.00	**11.27**
Boom-Auger Operator	10.14	0.00	0.00	**10.14**
Bulldozer	10.40	0.00	0.00	**10.40**
Concrete Joint Saw	11.86	0.00	0.00	**11.86**
Concrete Curb Machine	10.93	0.00	0.00	**10.93**
Crane, Derrick, or Dragline	13.59	0.00	0.00	**13.59**
Earthmover	9.57	0.00	0.00	**9.57**
Forklift Operator	8.00	0.00	0.00	**8.00**
Front End Loader:				
'1 cu. yard and under	9.29	0.00	0.00	**9.29**
Over 1 cu. yard	9.68	0.00	0.00	**9.68**
Grademan	7.64	0.00	0.00	**7.64**
Gradall	10.50	0.00	0.00	**10.50**
Guardrail Post Driver Operator	10.75	0.00	0.00	**10.75**
Mechanic	12.00	0.00	0.00	**12.00**
Milling Machine	8.71	0.00	0.00	**8.71**
Milling Machine Grade Checker	7.78	0.00	0.00	**7.78**
Motor Grader	11.52	0.00	0.00	**11.52**
Mulching Machine	7.75	0.00	0.00	**7.75**
Oiler, Grease Man	12.21	0.00	0.00	**12.21**
Pavement Striping Machine	9.34	0.00	0.00	**9.34**
Pavement Striping Machine:				
Nozzlemen	7.91	0.00	0.00	**7.91**
Piledrivers:				
Leadman	14.77	0.00	0.00	**14.77**
Operator	13.71	0.00	0.00	**13.71**
Power Subgrade Mixer	8.50	0.00	0.00	**8.50**
Rollers:				
Finish	9.18	0.00	0.00	**9.18**
Rough	7.66	0.00	0.00	**7.66**

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HIGHWAY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
POWER EQUIPMENT OPERATORS Cont'd....				
DAVIS-BACON WAGE DECISION FL 020044/HIGHWAY (03/01/02)				
Self Prop. Rubber Tire	$ 9.20	$ -	$ -	**$ 9.20**
Scrapers	7.55	0.00	0.00	**7.55**
Sign Erector	11.65	0.00	0.00	**11.65**
Small Tool Operator	8.05	0.00	0.00	**8.05**
Tractor, Light	7.83	0.00	0.00	**7.83**
Trenching Machine	8.19	0.00	0.00	**8.19**
Widening Spreader Machine	8.50	0.00	0.00	**8.50**

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HIGHWAY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
TEAMSTERS, HIGHWAY CONSTRUCTION (2)				
Truck Drivers	$ 13.15	$ 1.35	$ 0.85	**$ 15.35**

(1) Per hour health benefit includes hospitalization, medical and life insurance.
(2) As per agreement with Marks Brothers Company

MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
SECOND QUARTER 2004

"HIGHWAY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

For any class of laborers or mechanics which is not listed in the wage determination and which is to be employed under the contract, the required wage rate shall be the combined overall dollar value on an hourly basis of the "basic hourly rate of pay" (as defined in 29 C.F.R. Section 5.24) and of the fringe benefits payments for hospitalization, medical, pension and life insurance for such class under the United States Secretary of Labor's applicable Davis -Bacon wage determination in effect for Dade County.

Questions concerning the comparability of worker classifications or the applicability of Davis-Bacon classification shall be determined by the County

Please Contact:

The Department of Business Development
Contract Review and Compliance Division
140 West Flagler Street
11th Floor Suite # 1107
Miami, Florida 33130
Phone Number: (305) 375-3377
Fax Number: (305) 375-2343

NOTICE

NOTICE
TO ALL EMPLOYEES WORKING ON COUNTY CONSTRUCTION PROJECTS

MIAMI-DADE

RESPONSIBLE WAGES AND BENEFITS
(ORDINANCE 90-143)

MINIMUM WAGES

You must be paid not less than the combined dollar value (Wage Rate + Health+Pension Benefit) listed in the schedule posted with this notice for the kind of work you perform.

OVERTIME

You must be paid not less than one and one-half times your wage rate for all hours worked over 40 hours a week.
(excluded from overtime pay are allowances for health & pension benefit)

APPRENTICES & TRAINEES

Apprentices/trainees rates apply only to apprentices and trainees properly registered under an approved Federal or State apprenticeship or training program.

PENALTY

Liquidated damages of $200.00 per day per employee, may be assessed for failure to pay the required wage rates posted, in addition to payment of the underpaid wages to the employee.

COMPLAINTS

Complaints of underpayment should be filed with:

DBD
DEPARTMENT OF BUSINESS DEVELOPMENT

MIAMI DADE COUNTY
DEPARTMENT OF BUSINESS DEVELOPMENT
CONTRACT REVIEW & COMPLIANCE DIVISION
175 NORTHWEST FIRST AVENUE 28th FLOOR
MIAMI, FLORIDA 33128-1975
TELEPHONE/FAX NUMBERS (305)349-5960 or (305)349-5915

Fair Wage Affidavit

Before me, the undersigned authority appeared _____ (print name), the _____ (print title) of _____ (print name of Bidder or Proposer), who attests that _____ (print name of bidder or proposer) shall pay workers on the project minimum wage rates in accordance with Ordinance No.90-143, Section 2-11.16 of the Dade County Code, and the Labor Provisions of the contract documents.

STATE OF FLORIDA)
SS
COUNTY OF DADE)

The aforegoing instrument was acknowledged before me this _____ day of _____, 19___, by _____ on behalf of _____, who is personally known to me or has produced _____, as identification and who [ ] did [ ] did not take an oath.

Notary Signature:_____

Type or Print Name:_____

Notary Seal:_____

U.S. Department of Labor
Employment Standards Administration
Wage and Hour Division

PAYROLL

(For Contractor's Optional Use; See Instructions, Form WH-347 Inst.)

Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number.

NAME OF CONTRACTOR ☐ OR SUBCONTRACTOR ☐ | ADDRESS | OMB No.: 1215-0149 Expires: 03/31/2003

PAYROLL NO. | FOR WEEK ENDING | PROJECT AND LOCATION | PROJECT OR CONTRACT NO.

(1) NAME, ADDRESS, AND SOCIAL SECURITY NUMBER OF EMPLOYEE	(2) NO. OF WITHHOLDING EXEMPTIONS	(3) WORK CLASSIFICATION	OT. OR ST.	(4) DAY AND DATE / HOURS WORKED EACH DAY							(5) TOTAL HOURS	(6) RATE OF PAY	(7) GROSS AMOUNT EARNED	(8) DEDUCTIONS FICA	WITH-HOLDING TAX			OTHER	TOTAL DEDUCTIONS	(9) NET WAGES PAID FOR WEEK
			O								0.00		$0.00						$0.00	$0.00
			S								0.00	/								
			O								0.00		$0.00						$0.00	$0.00
			S								0.00	/								
			O								0.00		$0.00						$0.00	$0.00
			S								0.00	/								
			O								0.00		$0.00						$0.00	$0.00
			S								0.00	/								
			O								0.00		$0.00						$0.00	$0.00
			S								0.00	/								
			O								0.00		$0.00						$0.00	$0.00
			S								0.00	/								
			O								0.00		$0.00						$0.00	$0.00
			S								0.00	/								
			O								0.00		$0.00						$0.00	$0.00
			S								0.00	/								

We estimate that it will take an average of 56 minutes to complete this collection of information, including time for reviewing instructions searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding these estimates or any other aspect of this collection of information, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, ESA, U. S. Department of Labor, Room S3502, 200 Constitution Avenue, N. W., Washington, D. C. 20210.

Date _____

I, _____, _____
(Name of Signatory Party) (Title)

do hereby state:

(1) That I pay or supervise the payment of the persons employed by

_____ on the
(Contractor or Subcontractor)

_____; that during the payroll period commencing on the
(Building or Work)

_____ day of _____, _____, and ending the _____ day of _____, _____,

all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said

_____ from the full
(Contractor or Subcontractor)

weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part 3 (29 CFR Subtitle A), issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948, 63 Start. 108, 72 Stat. 967; 76 Stat. 357; 40 U.S.C. 276c), and described below:

_____

_____

_____

_____

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination Incorporated into the contract; that the classifications set forth therein for each laborer or mechanic conform with the work he performed.

(3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor, of if no such recognized agency exists in a State, are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.

(4) That:

(a) WHERE FRINGE BENEFITS ARE PAID TO APPROVED PLANS, FUNDS, OR PROGRAMS

☐ – in addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate programs for the benefit of such employees, except as noted in Section 4(c) below.

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

☐ – Each laborer or mechanic listed in the above referenced payroll has been paid, as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in Section 4(c) below.

(c) EXCEPTIONS

EXCEPTION (CRAFT)	EXPLANATION

REMARKS:

NAME AND TITLE	SIGNATURE

THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION. SEE SECTION 1001 OF TITLE 18 AND SECTION 231 OF TITLE 31 OF THE UNITED STATES CODE.

* U.S. G.P.O.:1997 519.861