



Vermont State Construction Prevailing Wage Rate Schedule 2025

Registered Apprentice Rates on Page 8

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

www.vtlmi.info/stateconstrprevailwage.pdf

Vermont State Construction Prevailing Wage Rate Schedule 2025

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

Effective July 1, 2025 – June 30, 2026
Published by the Vermont Department of Labor

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For Information or Assistance....

- On whether a State funded, in whole or part, construction project issued by the Department of Buildings and General Services is covered by the Vermont Prevailing Wage requirements, contact:
Vermont Department of Buildings and General Services, Office of Purchasing and Contracting,
bgs.vermont.gov, James Meyers, (802) 828-2211 or email james.meyers@vermont.gov
- On University of Vermont projects, contact:
David C. Blatchly, (802) 656-0905 or email david.blatchly@uvm.edu
- Relating to the prevailing wage rates, occupations or wage rate areas, contact:
Vermont Department of Labor, Economic & Labor Market Information, www.vtLmi.info
Mathew Barewicz, (802) 828-4153 or email mathew.barewicz@vermont.gov
- To file a complaint about failure to pay a Vermont Prevailing Wage Rate or incorrect payment of a Vermont Prevailing Wage, contact:
Vermont Department of Labor, Wage & Hour Division, labor.vermont.gov/rights-and-wages
(802) 951-4083 or email labor.wagehour@vermont.gov

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For [Telecommunications Relay Service](#): Dial 711.

Frequently Asked Questions

How do I find the Vermont Prevailing Wage Rate for an occupation ?

1. Find the Prevailing Wage Area where the job is located from the county map on page 6.
2. Go to the Prevailing Wage table on pages 4-5.
3. Find the appropriate occupation.
4. Use the wage rate from the column corresponding to the correct Prevailing Wage Area.
5. Multiple wage rate by .425 for the value of Fringe Benefits required in addition to the wage rate.

What are the Vermont Prevailing Wage Areas ?

The state is divided into three geographic areas for determining prevailing wage rates.

Burlington-South Burlington Metropolitan Statistical Area

Southern Vermont Nonmetropolitan Area

Northern Vermont Nonmetropolitan Area

A map showing the areas and a list of the counties in each is available on page 6.

Similar to wage rates, the Prevailing Wage Area location of a project is determined at the time of bid.

Notice: Prevailing Wage Area definitions have changed from 2024.

Which projects are covered ?

Any project authorized or funded, in whole or part, by the State of Vermont "[Capital Construction Act](#)" and which cost more than \$100,000 or a construction project with a construction cost exceeding \$200,000.00 which is authorized and is at least 50 percent funded by a capital construction act pursuant to 32.V.S.A. § 701a, as documented on page 8. To find out if a specific project issued by the Department of Buildings and General Services is covered, contact James Meyers, (802) 828-2211 or email James.Meyers@vermont.gov.

Which occupations are covered ?

Vermont Prevailing Wage requirements are applicable to construction related occupations listed on pages 4 and 5. If an occupation is not listed, contact the Vermont Department of Labor at (802) 828-4153 to discuss whether a Prevailing Wage Rate would apply. Definitions of all occupations can be found at U.S. Department of Labor, Bureau of Labor Statistics, https://www.bls.gov/oes/oes_doc.htm.

What is the Prevailing Wage requirement ?

All employees working on construction projects, as defined above, shall be paid no less than the mean (average) prevailing wage determined by the Vermont Department of Labor plus 42.5% Fringe Benefit component. The mean prevailing wage rates published here are effective July 1, 2025 – June 30, 2026.

What is the rate for Apprentices ?

Registered apprentices on state construction projects may be paid a wage that is a percentage of the prevailing wage for the apprenticed occupation, as set forth in the Registered Apprentice Prevailing Wage Rate Schedule on page 9. Unregistered apprentices are paid at the full rate for the occupation for which they are apprenticing.

Is there a Fringe Benefit requirement ?

Yes. As of July 1, 2016, there is a Fringe Benefit requirement of 42.5% of the prevailing wage in addition to the prevailing wage, as documented on page 8.

What is the source of the wage rates ?

Vermont Prevailing wage rates are based on 2024 Occupational Employment and Wage Survey estimates.

Vermont State Construction Prevailing Wage Rates by Area Effective July 1, 2025 - June 30, 2026				
<div> Wage Rates Only. Does not include Fringe Benefit component. See FAQs for more information. </div>		Burlington - South Burlington Metropolitan Area * \$ / hr	Southern Vermont Area * \$ / hr	Northern Vermont Area * \$ / hr
Occupation code	Occupation Title			
47-2011	Boilermakers	36.97 ²	36.97 ²	36.97 ²
47-2021	Brickmasons and Blockmasons	29.08	26.66	28.10
47-2031	Carpenters	30.98	29.11	29.48
47-2041	Carpet Installers	25.00	25.80 ¹	26.44
47-2051	Cement Masons and Concrete Finishers	30.79	26.54	29.01
47-4011	Construction and Building Inspectors	34.49	32.41	33.43
47-2061	Construction Laborers	24.30	22.25	22.28
47-5041	Continuous Mining Machine Operators	30.73 ²	30.73 ²	30.73 ²
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	38.19	39.22 ¹	39.22 ¹
53-7021	Crane and Tower Operators	38.11 ¹	38.34	37.48
33-9091	Crossing Guards and Flaggers	23.06	22.62	21.66
47-5011	Derrick Operators, Oil and Gas	30.05 ²	30.05 ²	30.05 ²
47-2081	Drywall and Ceiling Tile Installers	24.31	24.56 ¹	23.60
47-5023	Earth Drillers, Except Oil and Gas	31.25	35.22	33.86
49-9051	Electrical Power-Line Installers and Repairers	49.82 ¹	49.82 ¹	49.45
47-2111	Electricians	30.93	28.51	28.43
47-4021	Elevator and Escalator Installers and Repairers	50.42 ²	50.42 ²	50.42 ²
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining	28.16	27.14	27.18 ¹
47-5032	Explosives Workers, Ordnance Handling Experts, and Blasters	32.13 ²	32.13 ²	32.13 ²
47-4031	Fence Erectors	24.31 ²	24.31 ²	24.31 ²
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	42.53	39.81	39.16
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37.17	34.86	33.16
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	39.69	41.63	40.54
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	26.87	25.82 ¹	25.21
47-2043	Floor Sanders and Finishers	24.46 ²	24.46 ²	24.46 ²
47-2121	Glaziers	28.97 ²	28.97 ²	28.97 ²
47-4041	Hazardous Materials Removal Workers	24.46	24.32 ¹	23.17
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	32.45	26.86	26.95
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	22.75	23.41 ¹	23.99
47-3012	Helpers--Carpenters	22.74	19.86	20.57
47-3013	Helpers--Electricians	21.41	20.37 ¹	19.80
47-5081	Helpers--Extraction Workers	22.33 ¹	22.33 ¹	22.33 ¹
49-9098	Helpers--Installation, Maintenance, and Repair Workers	20.65	21.52	21.18
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	19.65 ²	19.65 ²	19.65 ²
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	19.83 ¹	19.83 ¹	19.83 ¹
47-3016	Helpers--Roofers	18.56 ¹	18.56 ¹	18.56 ¹

* Map of Prevailing Wage Areas and towns in each area are on pages 6 -7.

1 - State average wage, area wage not available.

2 - National average wage, area and state wage not available.

Vermont State Construction Prevailing Wage Rates by Area

Effective July 1, 2025 - June 30, 2026

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

Occupation code	Occupation Title	Burlington - South Burlington Metropolitan Area *	Southern Vermont Area *	Northern Vermont Area *
		\$ / hr	\$ / hr	\$ / hr
47-3019	Helpers, Construction Trades, All Other	22.00	21.72 ¹	21.64
47-4051	Highway Maintenance Workers	27.01	26.82	26.92
47-2131	Insulation Workers, Floor, Ceiling, and Wall	25.23 ¹	23.66	25.23 ¹
47-2132	Insulation Workers, Mechanical	30.55 ²	30.55 ²	30.55 ²
37-3011	Landscaping and Groundskeeping Workers	22.27	21.50	20.86
47-2073	Operating Engineers and Other Construction Equipment Operators	28.93	27.42	27.89
47-2141	Painters, Construction and Maintenance	25.43	24.66	24.97
47-2142	Paperhangers	24.95 ²	24.95 ²	24.95 ²
47-2071	Paving, Surfacing, and Tamping Equipment Operators	26.76 ¹	26.76 ¹	26.76 ¹
47-2072	Pile Driver Operators	37.98 ²	37.98 ²	37.98 ²
47-2151	Pipelayers	25.71	24.93	25.30 ¹
47-2161	Plasterers and Stucco Masons	29.33 ²	29.33 ²	29.33 ²
47-2152	Plumbers, Pipefitters, and Steamfitters	31.55	29.64	29.07
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	27.53 ¹	26.82	27.53 ¹
47-2171	Reinforcing Iron and Rebar Workers	30.11 ²	30.11 ²	30.11 ²
49-9096	Riggers	32.02 ²	32.02 ²	32.02 ²
47-5051	Rock Splitters, Quarry	24.30 ²	24.30 ²	24.30 ²
47-5043	Roof Bolters, Mining	35.94 ²	35.94 ²	35.94 ²
47-2181	Roofers	26.17 ¹	26.41	24.90
47-5012	Rotary Drill Operators, Oil and Gas	33.69 ²	33.69 ²	33.69 ²
47-5071	Roustabouts, Oil and Gas	23.59 ²	23.59 ²	23.59 ²
49-2098	Security and Fire Alarm Systems Installers	31.16	32.09 ¹	33.17
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	24.11	23.57	23.71
47-5013	Service Unit Operators, Oil and Gas	29.58 ²	29.58 ²	29.58 ²
47-2211	Sheet Metal Workers	29.03	27.47	26.54
47-2231	Solar Photovoltaic Installers	30.42 ¹	30.22	30.42 ¹
47-2022	Stonemasons	41.70 ¹	41.70 ¹	42.20
47-2221	Structural Iron and Steel Workers	29.42 ¹	29.42 ¹	30.39
17-1022	Surveyors	35.22	33.06	32.91
47-2082	Tapers	33.84 ²	33.84 ²	33.84 ²
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	36.32	35.62	37.24
49-9052	Telecommunications Line Installers and Repairers	38.16	34.98	28.11
47-2053	Terrazzo Workers and Finishers	29.97 ²	29.97 ²	29.97 ²
47-2044	Tile and Stone Setters	30.64	27.80 ¹	26.31

* Map of Prevailing Wage Areas and towns in each area are on pages 6 -7.

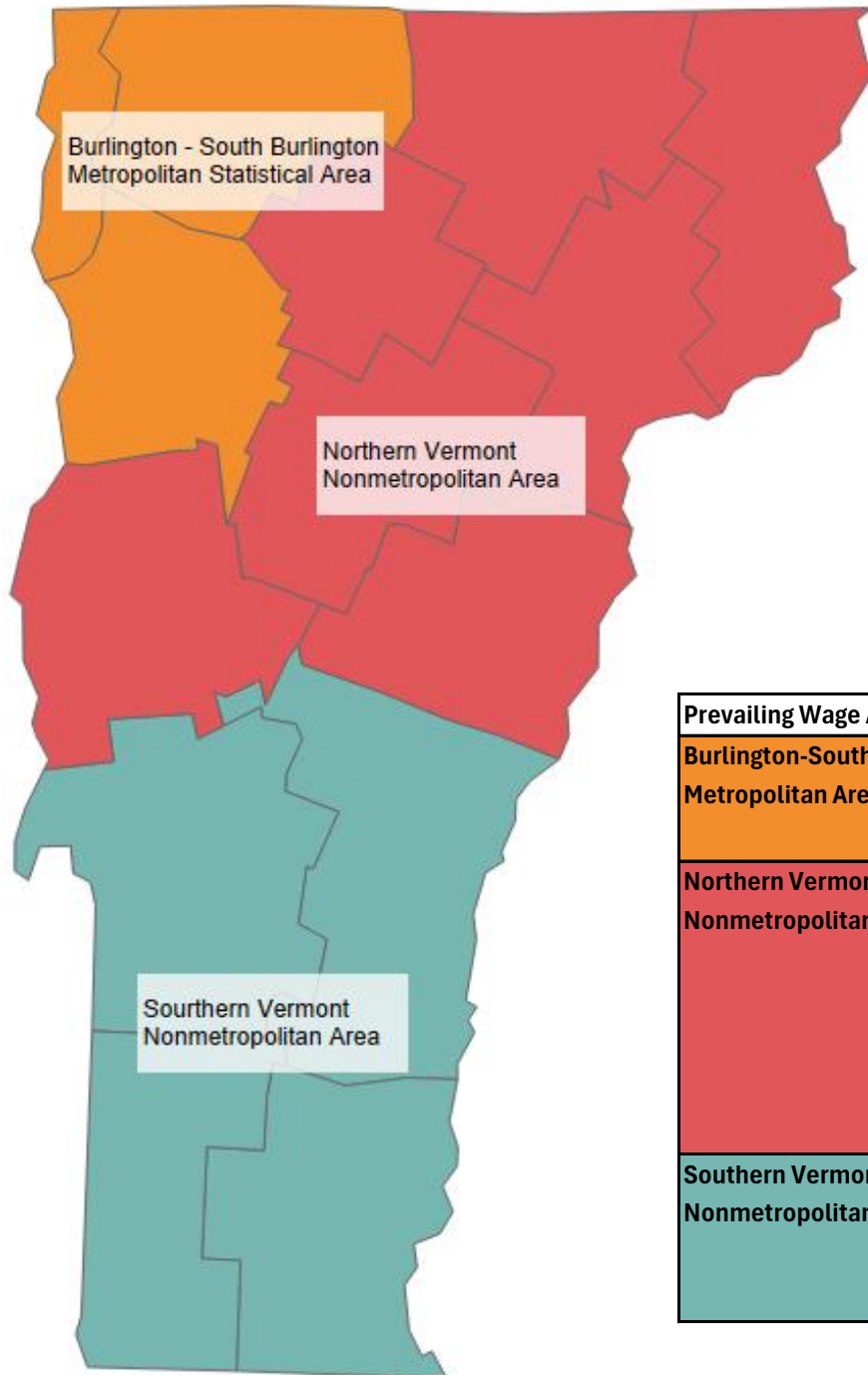
1 - State average wage, area wage not available.

2 - National average wage, area and state wage not available.

State Construction Prevailing Wage Areas

Substate Regional Map

Effective July 2025, based on 2020 Census



Prevailing Wage Area	County
Burlington-South Burlington Metropolitan Area	Chittenden County
	Franklin County
	Grand Isle County
Northern Vermont Nonmetropolitan Area	Addison County
	Caledonia County
	Essex County
	Lamoille County
	Orange County
	Orleans County
	Washington County
Southern Vermont Nonmetropolitan Area	Bennington County
	Rutland County
	Windham County
	Windsor County



State of Vermont
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Capital Construction Act
Fringe Benefit Requirement
effective July 1, 2016

The Capital Construction Act, 29 V.S.A. Section 161(b), currently requires workers be paid a mean (average) prevailing wage. In 2015, the Vermont legislature passed H.492 (Act 26) which adds a fringe benefit requirement to, and expands the projects covered by, prevailing wage requirements.

“Fringe benefits” means benefits, including paid vacations and holidays, sick leave, employer contributions and reimbursements to health insurance and retirement benefits, and similar benefits that are incidents of employment.

Starting July 1, 2016:

For State construction projects with a cost exceeding \$100,000.00 and which is authorized or funded in whole or in part by a capital construction act pursuant to 32 V.S.A. § 701a shall provide that all construction employees working on the project shall be paid no less than the mean prevailing wage published periodically by the Vermont Department of Labor in its occupational employment and wage survey **plus an additional fringe benefit of 42 and one-half percent of wage**, as calculated by the current Vermont prevailing wage survey.

Starting July 1, 2017:

For State construction projects with a cost exceeding \$100,000.00 or **construction projects with a cost exceeding \$200,000.00** which is authorized **and is at least 50 percent funded** by a capital construction act pursuant to 32 V.S.A. § 701a shall provide that all construction employees working on the project shall be paid no less than the mean prevailing wage published periodically by the Vermont Department of Labor in its occupational employment and wage survey **plus an additional fringe benefit of 42 and one-half percent of wage**, as calculated by the current Vermont prevailing wage survey.

To read the bill, go to <http://legislature.vermont.gov/bill/status/2016/H.492> and select [As Enacted](#) or [Act Summary](#). For more information or questions contact Vermont Department of Buildings and General Services at (802) 828-2211, bgs.vermont.gov or Vermont Department of Labor at (802) 828-4153, labor.vermont.gov.





State of Vermont
Department of Labor
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 P.O. Box 488
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www.labor.vermont.gov

From: Lindsay H. Kurrle, Commissioner
 To: Employers Contracting with the State of Vermont
 Date: June 29, 2018
 Re: Prevailing Wage Rates for Registered Apprentices

Employers working on any project authorized or funded, in whole or part, by the State of Vermont "Capital Construction Act" and which costs more than \$100,000 or is at least 50% funded by this Act and costs more than \$200,000, are required to pay their employees a prevailing wage rate pursuant to 29 V.S.A. § 161(b). Prevailing wage rates are determined based on the geographic area in which the work is performed and on the employee's occupational title.

Currently, the Department of Labor requires employers to pay registered apprentices the same wage as the occupational title in which they were apprenticed. For example, a first-year electrician's apprentice and a journeyman electrician are required to be paid at the same rate. After consultation with the State Apprenticeship Council, I have concluded that this results in a disincentive for employers to bring apprentices on to state construction projects. Consistent with Governor Scott's commitment to grow the Vermont economy by encouraging apprenticeship in well paid, high demand occupations, I am issuing this memo to announce that, effective July 1, 2018, registered apprentices on state construction projects may be paid a wage that is a percentage of the prevailing wage for the apprenticed occupation. I believe this is consistent not only with federal prevailing wage law (Davis–Bacon) but with prevailing wage laws in other states.

A company who employs apprentices must register said apprentices with either the Department of Labor's Apprenticeship Training Division or the apprentice registering entity in the state in which the company is domiciled in order to qualify for payment of the applicable apprentice wage rate set forth in the Registered Apprentice Prevailing Wage Rate Schedule. The wage rate for a registered apprentice shall be based on the appropriate progression level of the applicable classification for which they are apprenticing. Those rates are set forth in table 1.

Table 1.
Registered Apprentice Prevailing Wage Rate Schedule

Progression Level	Hours*	Percentage of Rate
1	0 – 999	60%
2	1,000 - 1,999	65%
3	2,000 - 2,999	70%
4	3,000 - 3,999	75%
5	4,000 - 4,999	80%
6	5,000 - 5,999	85%
7	6,000 - 6,999	90%
8	7,000 - 10,000	95%

* Apprenticeship hours and length of schooling varies depending on the trade.

