

We the undersigned common construction wage committee, appointed pursuant to Indiana Code 5-16-7 et seq., as amended in 1995, do hereby fix and determine the following common construction wage scales to apply on the:

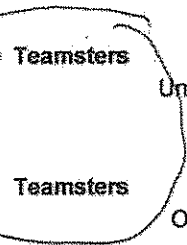
The rates listed below are for: Heavy/Highway

WAGE RATES

The wage rates under the column "Total Hourly Wage Rate" as set forth by the committee are the minimum wage rates to be paid and shall not prevent a contractor from paying a higher wage rate.

<u>Classification</u>	<u>Class</u>	<u>Hourly Rate</u>	<u>Fringe Benefits</u>	<u>Total Hourly Wage Rate</u>
Asbestos Workers	Skilled	\$ 19.95	\$ 11.25	\$ 31.20
	Semi-skilled	\$ 17.96	\$ 11.25	\$ 29.21
	Unskilled	\$ 14.25	\$ 2.25	\$ 16.50
Boilermakers	Skilled	\$ 33.65	\$ 18.82	\$ 52.47
	Semi-skilled	\$ 26.92	\$ 18.82	\$ 45.74
	Unskilled	\$ 20.19	\$ 18.82	\$ 39.01
Bricklayers	Skilled	\$ 28.06	\$ 12.21	\$ 40.27
	Semi-skilled	\$ 21.05	\$ 12.21	\$ 33.26
	Unskilled	\$ 14.03	\$ 12.21	\$ 26.24
Carpenters	Skilled	\$ 24.21	\$ 13.01	\$ 37.22
	Semi-skilled	\$ 19.37	\$ 13.01	\$ 32.38
	Unskilled	\$ 14.53	\$ 13.01	\$ 27.54
Floor Coverers	Skilled	\$ 23.55	\$ 13.32	\$ 36.87
	Semi-skilled	\$ 18.84	\$ 13.32	\$ 32.16
	Unskilled	\$ 14.13	\$ 13.32	\$ 27.45
Cement Masons	Skilled	\$ 22.85	\$ 10.85	\$ 33.70
	Semi-skilled	\$ 19.42	\$ 10.85	\$ 30.27
	Unskilled	\$ 13.71	\$ 10.85	\$ 24.56
Drywall Finishers	Skilled	\$ 20.56	\$ 11.12	\$ 31.68
	Semi-skilled	\$ 14.39	\$ 11.12	\$ 25.51
	Unskilled	\$ 10.28	\$ 11.12	\$ 21.40
Drywall Installers	Skilled	\$ 23.55	\$ 13.32	\$ 36.87
	Semi-skilled	\$ 18.84	\$ 13.32	\$ 32.16
	Unskilled	\$ 14.13	\$ 13.32	\$ 27.45
Electricians	Skilled	\$ 29.58	\$ 12.95	\$ 42.53

Classification	Class	Hourly Rate	Fringe Benefits	Total Hourly Wage Rate
	Semi-skilled	\$ 23.66	\$ 12.95	\$ 36.61
	Unskilled	\$ 11.83	\$ 5.40	\$ 17.23
Elevator Constructors				
	Skilled	\$ 41.91	\$ 21.78	\$ 63.69
	Semi-skilled	\$ 33.53	\$ 21.78	\$ 55.31
	Unskilled	\$ 20.96	\$ -	\$ 20.96
Glaziers				
	Skilled	\$ 22.00	\$ 11.57	\$ 33.57
	Semi-skilled	\$ 17.60	\$ 8.62	\$ 26.22
	Unskilled	\$ 11.00	\$ 7.46	\$ 18.46
Iron Workers				
	Skilled	\$ 24.64	\$ 17.87	\$ 42.51
	Semi-skilled	\$ 19.71	\$ 17.87	\$ 37.58
	Unskilled	\$ 12.32	\$ 17.87	\$ 30.19
Laborers	Skilled	\$ 21.92	\$ 10.25	\$ 32.17
	Semi-skilled	\$ 20.52	\$ 10.25	\$ 30.77
	Unskilled	\$ 20.02	\$ 10.25	\$ 30.27
Mechanical Insulation Worker				
	Skilled	\$ 29.98	\$ 12.56	\$ 42.54
	Semi-skilled	\$ 23.98	\$ 11.58	\$ 35.56
	Unskilled	\$ 14.99	\$ 8.24	\$ 23.23
Millwrights				
	Skilled	\$ 24.02	\$ 17.41	\$ 41.43
	Semi-skilled	\$ 19.22	\$ 17.41	\$ 36.63
	Unskilled	\$ 14.41	\$ 17.41	\$ 31.82
Operating Engineers	Skilled	\$ 29.40	\$ 12.55	\$ 41.95
	Semi-skilled	\$ 26.46	\$ 12.55	\$ 39.01
	Unskilled	\$ 22.05	\$ 12.55	\$ 34.60
Painters/Brush/Roll/Paperhanger				
	Skilled	\$ 20.56	\$ 11.12	\$ 31.68
	Semi-skilled	\$ 14.39	\$ 11.12	\$ 25.51
	Unskilled	\$ 10.28	\$ 11.12	\$ 21.40
Painters/Sprays/Sandblast				
	Skilled	\$ 21.56	\$ 11.12	\$ 32.68
	Semi-skilled	\$ 15.09	\$ 11.12	\$ 26.21
	Unskilled	\$ 10.78	\$ 11.12	\$ 21.90
Pipefitters, Steamfitters & Plumbers				
	Skilled	\$ 27.86	\$ 14.66	\$ 42.52
	Semi-skilled	\$ 19.50	\$ 14.66	\$ 34.16
	Unskilled	\$ 11.14	\$ 6.75	\$ 17.89
Plasterers				
	Skilled	\$ 25.69	\$ 11.75	\$ 37.44
	Semi-skilled	\$ 21.84	\$ 11.75	\$ 33.59
	Unskilled	\$ 15.41	\$ 11.75	\$ 27.16
Pointer/Caulker/Cleaners				
	Skilled	\$ 28.16	\$ 11.55	\$ 39.71

Classification	Class	Hourly Rate	Fringe Benefits	Total Hourly Wage Rate
	Semi-skilled	\$ 21.12	\$ 11.55	\$ 32.67
	Unskilled	\$ 14.08	\$ 11.55	\$ 25.63
Roofers				
	Skilled	\$ 18.83	\$ 8.46	\$ 27.29
	Semi-skilled	\$ 15.06	\$ 8.46	\$ 23.52
	Unskilled	\$ 9.00	\$ 3.20	\$ 12.20
Sheet Metal Workers				
	Skilled	\$ 29.97	\$ 16.10	\$ 46.07
	Semi-skilled	\$ 22.48	\$ 16.10	\$ 38.58
	Unskilled	\$ 13.49	\$ 10.60	\$ 24.09
Sound and Communication Workers				
	Skilled	\$ 24.55	\$ 12.25	\$ 36.80
	Semi-skilled	\$ 20.87	\$ 12.25	\$ 33.12
	Unskilled	\$ 12.28	\$ 5.25	\$ 17.53
Sprinkler Fitters				
	Skilled	\$ 34.19	\$ 16.00	\$ 50.19
	Semi-skilled	\$ 23.93	\$ 16.00	\$ 39.93
	Unskilled	\$ 17.10	\$ 7.60	\$ 24.70
 Teamsters Under 3 Tons Teamsters Over 3 Tons	Skilled	\$ 20.91	\$ 8.95	\$ 29.86
	Semi-skilled	N/A	N/A	\$ -
	Unskilled	N/A	N/A	\$ -
	Skilled	\$ 21.61	\$ 8.95	\$ 30.56
	Semi-skilled	N/A	N/A	\$ -
	Unskilled	N/A	N/A	\$ -
Terrazzo Grinder Finisher				
	Skilled	\$ 22.76	\$ 8.55	\$ 31.31
	Semi-skilled	\$ 17.07	\$ 8.55	\$ 25.62
	Unskilled	\$ 13.66	\$ 8.55	\$ 22.21
Terrazzo Mechanic				
	Skilled	\$ 27.52	\$ 10.20	\$ 37.72
	Semi-skilled	\$ 20.64	\$ 10.20	\$ 30.84
	Unskilled	\$ 13.76	\$ 10.20	\$ 23.96
Tile & Marble Mechanics				
	Skilled	\$ 24.61	\$ 10.20	\$ 34.81
	Semi-skilled	\$ 18.46	\$ 10.20	\$ 28.66
	Unskilled	\$ 12.31	\$ 10.20	\$ 22.51
Tile Finisher				
	Skilled	\$ 19.59	\$ 8.55	\$ 28.14
	Semi-skilled	\$ 14.69	\$ 8.55	\$ 23.24
	Unskilled	\$ 11.75	\$ 8.55	\$ 20.30

DEFINITIONS:

Skilled: An individual who performs work in a classification listed on the scale of wages. It shall be presumed that an employee is a skilled worker in that classification, and entitled to receive compensation at the skilled rate, unless the worker satisfies all of the criteria for being categorized as a semi-skilled or

Classification	Class	Hourly Rate	Fringe Benefits	Total Hourly Wage Rate
unskilled worker.				

Semi-skilled: An individual registered in a bona fide apprenticeship program registered with the United States Department of Labor, Employment and Training Administration, Bureau of Apprenticeship and Training.

Unskilled: An individual with less than twelve months of cumulative experience in the construction trades and who is not registered in a bona fide apprenticeship program.

The above definitions shall not apply to workers in the classification of Laborer.

APPRENTICESHIP PROGRAMS:

The Wage Committee determines that the common practice in the county is for contractors to participate in bona fide apprenticeship programs registered with the U.S. Department of Labor, Bureau of Apprenticeship and Training and that the rate of pay for the classifications of labor that participate in such programs is based in part on a percentage of the journeyman's rate (skilled rate herein) depending on the individual's progress in the program.

Workers engaged in such an apprenticeship program will be permitted to be paid the semi-skilled rate established in this wage determination.

Disputes regarding the appropriate classification of workers and the amounts said workers should be paid may be submitted to the Indiana Department of Labor for investigation.

SIGNATURES OF APPOINTEES

Mike Anla

Appointee named by the Indiana State
AFL-CIO.

Appointee named by the
Associated Builders and Contractors

Tom Rethelak

Taxpayer Appointee named by the County
Legislative Body

J. R. Eder

Industry Appointee named by Awarding
Agency

ML McCoy

Taxpayer Appointee named by the
Awarding Agency

Dated this 13 day of December 2011