

TIPS ON HOW TO INTERPRET A WAGE CHART:

The Federal wage charts can be found at www.sam.gov and then select **Wage Determinations**. Be sure you locate the right chart based on your county and/or municipality (along with other potential factors such as the size of your project). MSHDA will provide the final wage determination with grant agreements.

The wage chart will list trades along with their rates and fringes separately like this:

	Rates	Fringes
PIPEFITTER (Including HVAC Pipe Installation).....	\$ 39.89	23.82
PLUMBER (Excluding HVAC Installation).....	\$ 37.09	22.52
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To comply, the **total** compensation must, at minimum, be the total of 'Rates' + 'Fringes' columns for a given trade. It is acceptable for the actual rates or fringes amount to be less than the amount listed in the chart so long as when added together they bring the grand total of both to the minimum required compensation amount.

For example:

Pipefitter minimum total compensation must be at least \$39.89 + \$23.82 = **\$63.71**

Therefore, so long as the Pipefitter **grand total** of rate (wages) and fringes stays at or above \$63.71, it is compliant. Here are two examples using Pipefitter total:

If actual fringes are:	\$20.00	or	\$23.71
The minimum hourly rate (wage) must be:	<u>\$43.71</u>	or	<u>\$40.00</u>
To keep a minimum grand total of:	\$63.71		\$63.71

Plumber minimum total compensation must be at least \$37.09 + \$22.52 = **\$59.61**

If actual fringes are:	\$15.09	or	\$19.61
The minimum hourly rate (wage) must be:	<u>\$44.52</u>	or	<u>\$40.00</u>
To keep a minimum grand total of:	\$59.61		\$59.61

If you need further clarification or assistance with Davis Bacon/Prevailing Wage compliance, please let your Missing Middle file manager know and we will get you additional assistance.