



**ADMINISTRATION & FINANCE
PURCHASING DIVISION
CITY OF WORCESTER, MA
455 MAIN STREET
ROOM 201, CITY HALL
WORCESTER, MA 01608
(508) 799-1220**



**Christopher J. Gagliastro, MCPPO
Purchasing Agent**

**RFP NO. CR-8655-W6
ISSUANCE DATE: 3/5/2026**

BUYER: Christopher J. Gagliastro

**AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER
REQUEST FOR PROPOSALS
NOTICE TO PROPOSERS**

RFP TITLE: MAINTENANCE – AQUATIC FACILITIES / DPRC

REFER TO PAGE 7 FOR PROPOSAL SUBMISSION INFORMATION

General Conditions

All proposals are subject to the terms, conditions and specifications herein set forth:

- 1. Scope: Provide professional aquatic facility maintenance / management services as per the attached requirements and specifications of the City of Worcester Department of Parks, Recreation & Cemetery for a period from date of contract December 31, 2031.**
2. A certified check or bid bond made payable to the "City Treasurer, City of Worcester" in the amount of N/A must accompany this proposal. This must be submitted under separate sealed cover marked "Proposal Security." In the case of default, the surety shall be forfeited to the City as liquidated damages.
3. All terms and conditions are applicable to this proposal except the following section(s) which are hereby deleted from this RFP: 4, 22, 23, 27, 30, 34
4. A performance bond in the amount of N/A will be required. If this proposal is accepted by the City and the Proposer shall fail to contract as set forth in these requirements and to give a bond in the aforementioned amount, within ten (10) days, (not including Sundays, Saturdays, or a legal Holiday) from the date of the mailing of a notice from the City to the Proposer, according to the address given herewith, that the contract is ready for signature, the City may by option determine that the proposer has abandoned the contract and thereupon the proposal and acceptance shall be null and void and the proposal security accompanying this proposal shall become the property of the City as liquidated damages.

Any prospective proposer requesting a change in or interpretation of existing specifications or terms and conditions must do so within 5 days (Saturdays, Sundays, and Legal Holidays excluded) before scheduled proposal opening date. All requests are to be in writing to the Purchasing Division and are to be in duplicate. No changes will be considered or any interpretation issued unless request is in our hands within 5 days (Saturdays, Sundays, and Legal Holidays excluded) before scheduled proposal submission date.

Any inquiries related to technical or contractual matters must be submitted in writing to:

**Christopher J. Gagliastro
Purchasing Director
City of Worcester, City Hall
455 Main Street, Room 201
Worcester, MA 01608
gagliastroc@worcesterma.gov**

5. Nothing herein is intended to exclude any responsible Proposer or in any way restrain competition. All responsible Proposers are encouraged to submit proposals. The City encourages participation by Minority and Women Owned Business Enterprises (M/WBE).
6. The following meanings are attached to the defined words when used in this RFP.
 - a) The word "City" means The City of Worcester, Massachusetts.
 - b) The word "Proposer" means the person, firm or corporation submitting proposal on these specifications or any part thereof.
 - c) The word "Contractor" means the person, firm or corporation with whom the contract is made by carrying out the provisions of these specifications and the contract.
 - d) The words "Firm Price" shall mean a guarantee against price increase during the life of the contract.
7. All proposals and other documents relating to this RFP are subject to the public records provisions of M.G.L. c.30B, and shall remain confidential until the time specified in c.30B section 6 (d).
8. All material submitted by vendors becomes the property of the City. The City is under no obligations to return any of the material submitted by a vendor in response to this RFP.
9. Each vendor's proposal must remain in effect for at least 120 days from the deadline for its submission. The City will decide upon acceptance within 120 days of submission.
10. It is understood and agreed that it shall be a material breach of any contract resulting from this RFP for the Contractor to engage in any practice which shall violate any provision of Massachusetts General Laws, Chapter 151B, relative to discrimination in hiring, discharge,

compensation, or terms, conditions or privileges of employment because of race, color, religious creed, national origin, sex, age or ancestry.

11. The City reserves the right to accept or reject any or all of the proposals submitted and waive informalities and technicalities.
12. The City will review and analyze each proposal, and reserve the right to interview selected proposers. The City shall select the proposer, which in the City's opinion, has made the proposal best suited to the needs and goals of the City and its operations and deemed to be in compliance with the terms of this RFP.
13. The Contractor will be required to indemnify and save harmless the City of Worcester for all damages to life and property that may occur due to his or her negligence or that of his or her employees, subcontractors, etc. during the contract derived from this RFP.
14. The Contract Agreement will be drafted by the City's Law Department in compliance with the terms of the RFP, and may incorporate the terms of this RFP and of the proposal selected.
15. The Proposer must certify that no official or employee of the City of Worcester, Massachusetts, is pecuniarily interested in this proposal or in the contract which the proposer offers to execute or in expected profits to arise therefrom, unless there has been compliance with the provisions of G.L.C. 43 section 27, and that this proposal is made in good faith without fraud or collusion or connection with any other person submitting a proposal.
16. Any proposal withdrawn after time and date specified, the proposer shall forfeit deposit on proposal as liquidated damages.
17. A vendor conference will be held as follows: refer to specifications for date and location
18. The Contractor shall not assign, transfer, sublet, convey or otherwise dispose of any contract which results from this RFP, or its right, title or interest therein or its power to execute the same to any other person, firm, partnership, company or corporation without the previous consent in writing of the City. Should the Contractor attempt any of the above without the written consent of the City, the City reserves the right to declare the Contractor in default and terminate the contract for cause.
19. The Contractor shall obtain and maintain in force at all times during the term of the contract derived from this RFP, insurance coverage pertaining to Public Liability, Property Damage and Worker's Compensation in the following types and amounts:
 - A) PUBLIC LIABILITY INSURANCE - Contractor to supply the City of Worcester with certificates of insurance covering public liability in an amount not less than \$1,000,000.00 to any one person, and not less than \$ 1,000,000.00 on account of one accident.

B) PROPERTY DAMAGE INSURANCE - Contractor to supply the City with certificates of insurance covering property damage in an amount not less than \$1,000,000.00 for damages on account of any one accident, and not less than \$ 2,000,000.00 on account of all accidents.

C) COMPENSATION INSURANCE - The Contractor shall furnish the City with certificates showing that all its employees shall be connected with the management operations are protected under worker's compensation insurance policies.

20. The Contractor shall carry Public Liability Insurance with an insurance company satisfactory to the City so as to save the City harmless from any and all claims for damages arising out of bodily injury to or death of any person or persons, and for all claims for damages arising out of injury to or destruction of property caused by accident resulting from the use of implements, equipment or labor used in the performance of the contract or from any neglect, default or omission, or want of proper care, or misconduct on the part of the Contractor or for anyone in his or her employ during the execution of the contract derived from this RFP.
21. Prior to starting on the contract derived from this RFP, the Contractor shall deposit with the Purchasing Division, certificate from the insurer to the effect that the insurance policies required in the above paragraph have been issued to the Contractor. The certificates must be on a form satisfactory to the City.
22. All prices quoted must include inside delivery, and set-up in place F.O.B. destination to pre-designated City of Worcester departments.
23. No special charges will be allowed for rigging, packing, crating, freight, express, or carriage unless specifically stated and included in the vendor's proposal.
24. The award to the successful proposer may be cancelled in the event of vendor nonperformance as may be determined by the City.
25. The successful proposer shall comply with all applicable federal, state and local laws, ordinances, and regulations. The awarded contract shall be governed under the laws of the Commonwealth of Massachusetts.
26. Purchases made by the City are exempt from Federal and Massachusetts state taxes and proposal prices must exclude any such taxes. Tax exemption certificates will be furnished upon request.
27. When the contract is executed, a performance bond, in the full amount of the contract, is required. See paragraph 4. The bond will be of a surety company qualified to do business under the laws of the Commonwealth of Massachusetts. The cost of this bond is the vendor's responsibility. Bonds shall remain in force and effect thru the performance of the contract.
28. Expenditures by the City and authorization to spend for particular purposes are made on fiscal year basis. The City's fiscal year is the twelve month period ending June 30 of each

year. The obligations of the City under any agreement to be reached are subject to the appropriation or authorization of the necessary funds. The City agrees to make reasonable efforts to obtain funding and all necessary authorization.

29. No amendment to the contract shall be effective unless it is in writing and signed by authorized representatives of both parties and is accepted by the City of Worcester.
30. The vendor (and its insurers, if any) shall bear all risk of loss or damage to the equipment which occurs in transit to the user site. The risk of loss or damage to purchased equipment shall remain with the vendor until the purchase price has been paid and title has passed. The vendor shall also bear the risk of loss or damage to leased or rented equipment during the City of Worcester's possession and use thereof subject, however to such conditions and limitations as may be stated elsewhere in the contract.
31. The vendor shall not assign or in any way transfer any interest in the contract without the prior written consent of the City provided, however, that claims for money due or to become due to vendor from the City may be assigned to a bank, trust company, or other financial institution without such consent so long as notice of such assignment is furnished promptly to the City. Any such assignment shall be expressly made subject to all defenses, set-offs, or counter-claims which would have been available to the City against the vendor in the absence of such assignment.
32. None of the services to be provided by the vendor pursuant to the contract shall be subcontracted or delegated to any other organization, association, individual, corporation, partnership or other such entity without the prior written consent of the City. No subcontract or delegation shall relieve or discharge the vendor from any obligation or liability under the contract except as specifically set forth in the instrument of consent. Any subcontract to which the City has consented shall be attached to the original of the contract on file in the City of Worcester.
33. Neither party will be liable to the other or be deemed to be in breach of the contract for any failure or delay in rendering performance arising out of causes beyond its reasonable control and without its fault or negligence. Such causes may include but are not limited to, acts of God or the public enemy, fires, floods, epidemics, quarantine restrictions, strikes, freight, embargoes, and unusually severe weather. If the vendor's failure to perform is caused by the default of the subcontractor, and if such default arises out of causes beyond the reasonable control of both the vendor and the subcontractor, and without the fault or negligence of either of them, the vendor shall not be liable for any excess costs for failure to perform, unless the equipment or services to be furnished by the subcontractor were obtainable from other sources in sufficient time to permit the vendor to meet the required delivery schedule. Dates or times of performance will be extended to the extent of delays excused in this section, provided that the party whose performance is affected notifies the other promptly of the existence and nature of such delay.
34. The vendor shall provide to the City of Worcester a warranty and a commitment which clearly states that all equipment and services proposed and supplied by the Vendor, and/or its subcontractors, performs as expected and promised by the Vendor.

35. The vendor represents that no person other than bona fide employees working solely for the vendor, have been employed or retained to solicit or secure this agreement upon an arrangement or understanding for a commission, percentage, brokerage fee, gift or any other consideration contingent upon the award or making of this contract. For breach or violation of the representation, the City shall have the right to annul the contract without liability, or in its discretion to deduct from the contract price or consideration, or otherwise recover the full amount of such commission, percentage, brokerage fee or other consideration.
36. Any contract made by the City in which the Purchasing Agent or any employee of his/her department, the heads of using agencies or any other officer or employee of the City having a part in the placing of such contract is financially interested, directly or indirectly, shall be void.
37. The vendor shall not discriminate against any qualified employee or applicant for employment because of race, color, national origin, ancestry, age, sex, religion or medical handicap. The vendor agrees to comply with all applicable Federal and State Statutes, rules and regulations prohibiting discrimination in employment including: Title VII of the Civil Rights Acts of 1964; The Age Discrimination in Employment Act of 1967; Section 504 of the Rehabilitation Act of 1973; Massachusetts General Laws Chapter 151B, Section 4 (1) and all relevant administrative orders and executive orders.

If a complaint or claim alleging violation by the vendor of such statutes, rules or regulations is presented to the Massachusetts Commission Against Discrimination (MCAD), the vendor agrees to cooperate with MCAD in the investigation and disposition of such complaint or claim.

In the event of vendor noncompliance with the provisions of this section, the City shall impose such sanctions as it deems appropriate, including but limited to:

- 1) Withholding of payments due vendor under the contract until vendor complies.
- 2) Termination or suspension of the contract.

SUBMISSION OF PROPOSALS

38. Proposals must be submitted in two (2) packages according to the instructions below. The City intends to consider responses in the evaluation requirements before considering costs. *Therefore, no reference to pricing may be made in the proposal of evaluation considerations.*

A sealed package containing **the original and 2 copies, plus one PDF copy of USB drive** of the proposal **must** be labeled as follows:

Purchasing Agent, City of Worcester

Maintenance – Aquatic Facilities / DPRC – Technical Proposal

**455 Main Street, Room 201
Worcester, MA 01608**

Re: RFP No. CR-8655-W6

A sealed package containing **the original copy** of the proposal **must** be labeled as follows:

Purchasing Agent, City of Worcester

Maintenance – Aquatic Facilities / DPRC - Price Proposal

**455 Main Street, Room 201
Worcester, MA 01608**

Re: RFP No. CR-8655-W6

Cost proposal page is located at end of specifications (Submittal Form E)

Proposals must be delivered no later than Wednesday, March 25, 2026 at 10:00 AM LOCAL TIME. Late submissions will be rejected, regardless of circumstances. The City of Worcester is not responsible for submittals not properly marked.

The evaluation and cost proposals will remain confidential until a formal and finalized contract has been executed.

RFP EVALUATION

39. The City of Worcester Purchasing Agent will assign an evaluation team, hereafter referred to as the Selection Committee, to perform a full and complete evaluation of RFP submittals. The Purchasing Agent will ultimately forward a formal recommendation of award to the City Manager who has final award authority.
40. RFP evaluation responses will be evaluated by the Selection Committee based directly upon vendor's response to mandatory and comparative evaluation criteria. Vendors must meet or exceed the mandatory criteria requirements or be rejected as non-responsive.

Comparative criteria will be evaluated by the use of four rating categories as set forth by M.G.L. Chapter 30B:

- 1) HIGHLY ADVANTAGEOUS - Vendor's submittal meets all the stated requirements and offers significant performance above the stated requirements.
- 2) ADVANTAGEOUS - Vendor's submittal meets the stated requirements without risk or disadvantage.
- 3) NOT ADVANTAGEOUS - Vendor's submittal contains some risk or disadvantage but is not unacceptable.
- 4) UNACCEPTABLE - Vendor's submittal fails to meet the standards of the stated requirements.

After proposals have been assigned ratings on the basis of each evaluation criterion, a composite rating will be established by the Selection Committee. Submittals will then be ranked based upon finalized composite rating.

41. The Purchasing Agent will identify the most advantageous proposal based upon the rankings of the Selection Committee and an evaluation of the cost proposals received. The Purchasing Agent will forward a recommendation for award to the City Manager based upon the most advantageous proposal received considering evaluation rankings and cost proposals received.

GIVE FULL NAMES AND RESIDENCES OF ALL PERSONS INTERESTED IN THE FOREGOING PROPOSAL.

(NOTICE: Give first and last name in full; in case of corporations, give corporate name and names of President, Treasurer, and Manager; and in case of firms give names of the individual members)

Name	Address	Zip Code
_____	_____	_____
_____	_____	_____
_____	_____	_____

KINDLY FURNISH THE FOLLOWING INFORMATION REGARDING BIDDER:

(1) If a Proprietorship

Name of Owner _____

Business Address _____

Zip Code _____ Telephone No. _____

Email _____

Home Address _____

Zip Code _____ Telephone No. _____

(2) If a Partnership, Full names and addresses of all partners

<u>Name</u>	<u>Address</u>	<u>Zip Code</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____

Business Address _____ Zip Code _____

Tel. No. _____

(3) If a Corporation

Full Legal Name: _____

State of Incorporation: _____ Qualified in Massachusetts? Yes _____ No _____

Principal Place of Business _____

Street

P.O. Box

City/Town

State

Zip

Email: _____

Telephone No. _____

Place of Business in Massachusetts _____

Street

P.O. Box

City/Town

State

Zip

Telephone No. _____

GIVE THE FOLLOWING INFORMATION REGARDING SURETY COMPANY

Full Legal Name of Surety Company _____

State of Incorporation _____ Admitted in Massachusetts ? Yes _____ No _____

Principal Place of Business _____

Street

P.O. Box

City/Town

State

Zip

Place of Business in Massachusetts _____

Street

P.O. Box

City/Town

State

Zip

Telephone No. _____

NOTE:

The Office of the Attorney General, Washington, D.C. requires the following information on all bid proposals amounting to \$1,000.00 or more.

E.I. Number of bidder _____

This number is regularly used by companies when filing their "EMPLOYER'S FEDERAL TAX RETURN, U.S." Treasury Department Form 941.

AUTHORIZED SIGNATURE OF BIDDER

TITLE

DATE

UNDER MASSACHUSETTS GENERAL LAWS, CHAPTER 30B: SECTION 10, THE FOLLOWING CERTIFICATION MUST BE PROVIDED:

Section 10. A person submitting a bid or a proposal for the procurement or disposal of supplies, or services to any governmental body shall certify in writing, on the bid or proposal, as follows:

"The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals."

(Please Print)

Name of Person Signing Bid

Signature of Person Signing Bid

Company

No award will be made without vendor certification of the above.

CERTIFICATE OF AUTHORITY

At a duly authorized meeting of the Board of Directors of the _____ held on _____ Directors were present or waived notice,

(name of corporation) (date)

it was voted that _____ of this company be and hereby is (officer and title)

authorized to execute contracts and bonds in the name and behalf of said company, and affix its Corporate Seal thereto, and such execution of any contract or bond of obligation in this company's name shall be valid and binding upon this company.

A TRUE COPY, ATTEST:

[Signed]

[Company Name and Address]

I hereby certify that I am the _____ of the _____
(Title) (Name of Corporation)

that _____ is the duly elected _____
(Name of Officer) (Title)

of said company, and the above vote has not been amended or rescinded and remains in full force and effect as of the date of this contract.

Signature: _____

Name/Title: _____

Date: _____
(Corporate Seal)

COMMONWEALTH OF MASSACHUSETTS

WORCESTER, SS.

On this ____ day of _____, 2026, before me the undersigned notary public, personally appeared _____, who proved to me through satisfactory evidence of identification, which was/were _____, to be the person whose name is signed on the preceding or attached document, and acknowledged to me he/she signed it voluntarily for its stated purpose.

Notary Public

My commission expires:

City of Worcester
Aquatic Facility Maintenance of
Public Pool, Spray Facilities, Beaches & Fountains

REQUEST FOR PROPOSAL
AQUATIC FACILITY MAINTENANCE OF
PUBLIC POOL, SPRAY FACILITIES, BEACHES &
FOUNTAINS

REQUESTED BY:

CITY OF WORCESTER
DEPARTMENT OF PARKS, RECREATION & CEMETERY

50 OFFICER MANNY FAMILIA WAY
WORCESTER, MASSACHUSETTS 01605

City of Worcester
Aquatic Facility Maintenance of
Public Pool, Spray Facilities, Beaches & Fountains

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City of Worcester
 Aquatic Facility Maintenance of
 Public Pool, Spray Facilities, Beaches & Fountains

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City of Worcester
Aquatic Facility Maintenance of
Public Pool, Spray Facilities, Beaches & Fountains

**SECTION 1 - PROFESSIONAL AQUATIC MAINTENANCE CONTRACT REQUEST
FOR PROPOSAL SPECIFICATIONS**

- **OVERALL, SCOPE OF SERVICES**

The City of Worcester “CITY” is soliciting proposals for the complete Professional Aquatic Maintenance of Public Aquatics facilities for all municipal pools, spray facilities, beaches & fountains for a six (6) year period beginning on the date of contract signing and ending December 31, 2031, if funding is available. The scope of services to be performed herein consists of the professional aquatic facility maintenance of city-owned pools, spray parks, beaches & fountains currently consisting of a single pool with spray features, four spray facilities, three beach buildings and two fountains with the possibility of additional facilities in the future. The Commissioner of the Department of Parks, Recreation and Cemetery “COMMISSIONER”, or designee, is responsible for overseeing the professional aquatic maintenance on behalf of the CITY.

The Contractor will be responsible for all necessary licenses and permits required by any agency in carrying out the specifications set forth herein.

All financial records pertaining to the professional aquatic maintenance of the City facilities by the Contractor may be audited, upon the request of the COMMISSIONER, or designee by the City’s outside auditing firm, the City Auditor, or designee, or other authorized representative of the City. Further the City reserves the right to obtain annual financial statements from the Contractor.

The CITY strongly urges all prospective Contractors to inspect the current facilities prior to submitting a proposal. It is understood that all proposals are based on accepting facilities “as is.” Prospective Contractors may view the facilities during the scheduled site visit.

City of Worcester
Aquatic Facility Maintenance of
Public Pool, Spray Facilities, Beaches & Fountains

A non-mandatory site visit will be held:

**Crompton Park Pool
March 19, 2026, at 10:30 AM**

**Crompton Park Pool & Buildings
50 Canton Street
Worcester, MA 01610**

**East Park Spray Facility & Buildings
180 Shrewsbury Street
Worcester, MA 01605**

**Greenwood Park Spray Facility & Buildings
20 Forsberg Street
Worcester, MA 01607**

**University Park Spray Facility & Building
47 Gates Street
Worcester, MA 01610**

**Tacoma Street Playground Spray Facility & Building
285 Tacoma Street
Worcester, MA 01607**

**Bell Pond Beach Restroom & Lifeguard Building
190 Belmont Street
Worcester, MA 01605**

**Coes Pond Beach Restroom & Lifeguard Building
200 Mill Street
Worcester, MA 01602**

**Shore Park Beach Restroom & Lifeguard Building
115 Shore Drive
Worcester, MA 01606**

City of Worcester
Aquatic Facility Maintenance of
Public Pool, Spray Facilities, Beaches & Fountains

**World War II Memorial Fountain
455 Main Street
City Hall Common
Worcester, MA 01605**

Picket Plaza (Rockland Trust Plaza) Fountain *
**45 Green Street
Worcester, MA 01608**

***please refer to separate scope of services for Rockland Trust Plaza Fountain included herein**

SECTION 2 - PROFESSIONAL AQUATIC MAINTENANCE CONTRACT MINIMUM CRITERIA

1. Contractor Experience / List of Contracts:

- A. The prospective contractor must have the specified requisite background and experience in the professional aquatic maintenance of municipal pools, non-profit pools (YMCA, JCC ETC), college/ university pools, private membership pools and/or other pools as defined in the Commonwealth of Massachusetts Minimum Standards for Swimming Pools (except for residential pools) as per these specifications. For the purposes of this solicitation contracts/experience in the lease or contract management of aquatic facilities, where such contracts include the provision of professional aquatic maintenance services, shall be considered as fulfilling the experience requirements. Contracts for capital improvements or repairs on aquatic facilities will **not** be considered as fulfilling the experience requirements.

The contractor shall provide, as part of this submission on Submittal Form A – Professional Aquatic Maintenance Contracts (Attach additional sheets as necessary) a list of all contracts where it has provided professional aquatic maintenance services within the previous five (5) years. This list includes the aquatic facility name, address, dates in which the contract was held, and contact phone numbers of person to whom the contractor reported to. This listing of facilities shall be used to not only determine the contractor's expertise in aquatic facility maintenance, but further as a listing of clients that may be called as a reference.

2. Contractor Reference List:

- A. The contractor shall provide, **as part of the proposal submission**, a list of professional aquatic industry references (a minimum of (3) three) in Submittal Form B – Aquatic Industry References (Attach additional sheets as necessary) including company name, contact name, address, and telephone numbers.

City of Worcester
Aquatic Facility Maintenance of
Public Pool, Spray Facilities, Beaches & Fountains

3. Contractor Resumes Certified Aquatic Professional:

A. The contractor shall provide, **as part of the proposal submission**, the resumes of certified aquatic personnel in Submittal Form C – Resumes Certified Aquatic Professional (Attach additional sheets as necessary) as per section 4 Aquatic Personnel.

4. Contractor Resumes Off Site Personnel:

A. The contractor shall provide, **as part of the proposal submission**, the resumes of off-site personnel in Submittal Form D – Resumes Off Site Personnel (Attach additional sheets as necessary) to identify company staff who will be involved in the management of this contract.

5. Insurance Certification:

A. The contractor shall provide, **as part of the proposal submission**, a copy of the contractor's insurance policy that meets or exceeds the requirements set forth in Appendix A – Insurance Requirements.

City of Worcester
Aquatic Facility Maintenance of
Public Pool, Spray Facilities, Beaches & Fountains

SECTION 3 - PROPOSAL REVIEW EVALUATION

• **GENERAL INFORMATION**

The review committee will review each proposal to ensure that the submission requirements outlined above as well as all minimum evaluation criteria have been met. For those proposals that have met the minimum criteria, the committee will further evaluate them using the comparative evaluation criteria noted below.

• **COMPARATIVE EVALUATION CRITERIA**

Each proposal meeting the minimum evaluation criteria shall be further evaluated and rated according to the comparative evaluation criteria to determine the relative merits of each proposal. The review will cover the criteria listed below. Within each category, the degree to which the proposal satisfies the stated criteria shall be reviewed and rated on a system of “highly advantageous”, “advantageous”, and “not advantage”.

1. References from professional aquatic maintenance contracts:

Provide completed Submittal Form A - Professional Aquatic Maintenance Contracts in addition to the following required submissions. The City reserves the right to contact references to further determine whether the proposed Contractor is a responsible and responsive bidder. (as defined by M.G.L. c.30B, s. 2).

Highly Advantageous: Proposal includes greater than three (3) Professional Aquatic Maintenance Contracts, reflecting an overall positive operation of aquatic facilities. Submittal Form A - Professional Aquatic Maintenance Contracts is complete and all the information is current as well as a letter of reference that demonstrate an overall satisfaction with the Contractor and the letter references expressly demonstrate that the organization submitting the letter would re-hire the Contractor.

Advantageous: Proposal includes three (3) Professional Aquatic Maintenance Contracts reflecting an overall positive operation of aquatic facilities. Submittal Form A - Professional Aquatic Maintenance Contracts is complete and all the information is current as well as a letter of reference that demonstrate an overall satisfaction with the Contractor and the letter references expressly demonstrate that the organization submitting the letter would re-hire the Contractor.

Not Advantageous: Proposal includes less than three (3) Professional Aquatic Maintenance Contracts reflecting an overall positive operation of aquatic facilities. Submittal Form A - Professional Aquatic Maintenance Contracts is complete and all the information is current as well as a letter of reference that demonstrate an overall satisfaction with the Contractor and the letter references expressly demonstrate that the organization submitting the letter would re-hire the Contractor.

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2. References from vendors and industry professionals.

Provide a completed Submittal Form B – Aquatic Industry References. The City reserves the right to contact references to further determine whether the proposed Contractor is a responsible and responsive bidder. (as defined by M.G.L. c.30B, s. 2).

Highly Advantageous: Proposal includes six (6) or more positive references from vendors and other industry references that have done business with the Contractor.

Advantageous: Proposal includes four (4) to five (5) positive references from vendors and other industry professionals that have done business with the Contractor.

Not Advantageous: Proposal includes the minimum of three (3) positive references from vendors and other industry professionals that have done business with the Contractor.

3. Company Experience

Experience in maintaining aquatic facilities of similar size and complexity to the City of Worcester facilities. Similar size and complexity of Worcester facilities as defined in Appendix B.

Highly Advantageous: 10 or more years of experience of similar size & scope

Advantageous: 5 to 9 years of experience of a somewhat similar size & scope.

Not Advantageous: Less than 5 years of experience with limited size and scope.

4. Staff Certification

Staff to include the following: Certified Pool Operator (National Swimming Pool Foundation), Pool Operator (YMCA), Aquatic Facility Operator (NRPA) or from any other organization providing equivalent training, subject to the approval of the Commonwealth of Massachusetts and Commissioner. See Section 4 for further details on staff certifications requirements.

Highly advantageous: Certification of three or more staff with a minimum of five (5) plus years working in the maintenance department of an aquatic facility of similar size and scope.

Advantageous: Certification of two or more staff with a minimum of five (5) plus years working in the maintenance department of an aquatic facility of similar size and scope.

Not Advantageous: Certification of one staff with less than five (5) years working in the maintenance department of an aquatic facility of similar size and scope.

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5. **Written Maintenance Plan (Plan of Service)**

Contractor must submit as part of this proposal, a plan of service. This plan must include, at a minimum, all services outlined in this request for proposals. See Section 5 for further requirements of the written maintenance plan.

Highly Advantageous: Exceeds the scope of all work duties and responsibilities and includes but not limited; descriptions of how site visits from additional personnel will be handled, chemical application program, daily cleaning schedules, a listing of equipment that will be used within the facility (further judged by the quality of this equipment), a listing of minimum staff on site and hours to be worked, any safety protocols and program, and any work beyond the scope listed in the specification. A highly advantageous rating shall be judged as a superior written maintenance plan.

Advantageous: Meets scope of all work duties and responsibilities and clearly demonstrates equipment that will be used at the facility (further judged by the quality of this equipment) and lists additional work beyond the scope listed in the specification.

Not Advantageous: Written maintenance plan does not clearly demonstrate how the contractor will meet the scope of work listed in this specification and does not provide adequate services. A not advantageous rating shall be judged as not meeting the minimum standards and provides less than the required coverage.

The written maintenance plan submitted as part of the contractor's proposal will represent 50% of the overall award evaluation. The remaining four (4) evaluation criteria will account equally for the remaining 50% of the evaluation.

SECTION 4 – PROFESSIONAL AQUATIC PERSONNEL

Enclosed are the key maintenance department personnel required by this contract. A certified aquatic professional (superintendent) shall be the head of on-site maintenance and shall be the direct liaison between the maintenance contractor and the City. At the start of the contract a clear table of organization shall be laid out to determine who is in charge in the absence of the superintendent. That person shall be either an assistant or other staff with proper certification. **Please submit a table of organization that clearly identifies the chain of command within company.**

• **CERTIFIED AQUATIC PROFESSIONAL**

The contractor must employ a qualified Aquatic Professional (superintendent) that is Certified as a Certified Pool Operator (National Swimming Pool Foundation), Pool Operator (YMCA), Aquatic Facility Operator (NRPA) or from any other organization providing equivalent training, subject to the approval of the Commonwealth of Massachusetts and the Commissioner or designee, to work on-site or supervise (available at any time 24/7) daily basis throughout the contract period. Written notice must be given to the Commissioner if the Certified Aquatic Professional will be absent from

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his/her duties or if a replacement will be onsite. The superintendent may be an officer or a current employee of the contracting company, or a person who has reached an agreement in writing to join the contracting company.

(a) MINIMUM PROFESSIONAL QUALIFICATIONS

1. A minimum of five (5) years' experience as a Certified Aquatic Professional (superintendent) in the successful execution of maintenance contracts for aquatic facilities at municipal, non-profit (YMCA, JCC ETC), college/ university and/or private membership pools – OR- A two-year college degree from a recognized college or university and a minimum of three (3) years' experience) in the successful execution of maintenance contracts for aquatic facilities at municipal, non-profit (YMCA, JCC ETC), college/ university, private membership pools, and/or other pools as defined in the Commonwealth of Massachusetts Minimum Standards for Swimming Pools (except for Residential Pools)..
2. The Certified Aquatic Professional shall possess a valid certification as identified as a Certified Pool Operator (Pool and Hot Tub Alliance - PHTA), Pool Operator (YMCA), Aquatic Facility Operator (NRPA) or from any other organization providing equivalent training, subject to the approval of the Commonwealth of Massachusetts. A photocopy of this certification must be submitted as part of the proposal with updates submitted by April 1st of each contract year. Further the Certified Aquatic Professional must possess a valid State issued driver's license; a copy must be submitted by May 1st of each contract year with updates submitted by May 1st of each contract year.
3. The Certified Aquatic Professional (superintendent) shall be responsible for knowing and fulfilling all applicable local, state and federal laws and regulations concerning the use, maintenance and operation of a municipal pool, spray park & fountain including the storage of pool chemicals, posting notification requirements as well as Right to Know laws. The superintendent shall immediately advise the Commissioner or his designee of any changes in laws as they may affect the use of pool chemicals. In addition, the superintendent shall keep accurate and complete chemical usage records. Such records shall be readily available for inspection by the Commissioner or his designated agent.
4. If the Certified Aquatic Professional (superintendent) named is not an officer or a current employee of your company, a copy of his/her written agreement to join your company within ten (10) days contingent upon the contract award must be submitted with this proposal. Attach the resume and any letters of recommendation for the Certified Aquatic Professional (superintendent) and complete Submittal Form C – Résumé of the Certified Aquatic Professional (Superintendent), as part of this proposal.

- STAFFING EXPERTS IN SPECIFIC AQUATIC MAINTENANCE

The contractor must employ experts in the areas of plumbing, electrical and water chemistry. It is expected that these experts will make an annual visit as part of this contract to the facilities to review on-going maintenance practices and to make written recommendations to the Certified Aquatic Professional (superintendent) and Commissioner for improvements to the facilities.

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Additionally, these trades must be available for emergency work as needed by the Certified Aquatic Professional (superintendent). Complete Submittal Form D- Résumés of Offsite Personnel for each individual and attach resume for each.

SECTION 5 - GENERAL AQUATIC MAINTENANCE PROVISIONS

- **WRITTEN MAINTENANCE PLAN**

The prospective contractor shall prepare a written narrative plan with bullet points on specific items and a daily schedule in sufficient detail to demonstrate how the aquatic facilities will be completely maintained in a first class, professional manner. The aquatic facilities in its entirety shall be maintained to keep the appearance of well-maintained and high-quality facilities. This plan shall address (but not be limited to) such topics as maintenance of filters, UV systems, chemical storage, buildings and grounds within each facility (100 foot perimeter around each facility), including but not limited to, restrooms, changing rooms, storage areas, lifeguard area, lifeguard chairs, ADA lifts, spray features, facility infrastructure, trash, debris and all other areas in and around each facility. This document shall outline (but not limited to) annual staffing levels at each facility (daily schedule) and should list all the equipment that will be used to meet the specifications of this document. This written plan shall include a checklist for opening, closing, daily pool chemical log, daily maintenance, equipment to be supplied by the contractor examples include but not limited to (brooms, shovels, hoses, power washer & blowers) at each facility and any standard pool protocols. This written plan and check list will become the working document directing the Contractor's aquatic maintenance practices and will be made a part of the contract between the CITY and the selected contractor. This plan must meet the minimum technical specifications for aquatic facility maintenance as identified in local, state & federal regulations as well as the Model Aquatic Health Code. Additionally, this written plan needs to include a certification binder (of all staff supplied by contractor), Emergency Action Plan, SDS binder for all required chemicals (Safety Data Sheets), VGB compliance binder (inspections must be completed as required by the act or at least once a week) ADA Compliance Binder (inspections must be completed as required by the act or at least once a week), UV certification binder (inspections must be completed as required by the manufacturer or at least once a week – the contractor is required to confirm in writing during opening & closing of each facility that the UV System is working properly), OSHA compliance binder for confined spaces and any other requirement by the any local, state or federal rule, regulation or law. The contractor shall also have a binder for the Model Aquatic Health Code. These binders may be combined into a single binder. There must be two copies of this binder, one located with the pump room and a second located in the lifeguard/staff room. This plan will require approval and may be modified from time to time with the written approval of the Commissioner or designee. Examples of possible forms can be found in the Pool & Hot Tub Alliance – Certified Pool & Spa Operator handbook.

- **EQUIPMENT STORAGE**

The contractor will be able to keep all of the required maintenance equipment, supplies and chemicals at the designated maintenance building at each aquatic facility after the CITY has identified the required space needed for their equipment and supplies. The contractor shall clearly mark all equipment they bring onto each site. Equipment not clearly marked shall become property of the City of Worcester at the end of the contract. At the beginning and ending of each new season

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the contractor shall supply owner with a list of their equipment and shall update owners list as new equipment is delivered to each site. At the termination of this contract, all equipment, supplies and chemicals owned by the contractor shall be removed from the site within ten (10) days after the termination date. If the contractor becomes insolvent or is relieved of the contract for any reason, the equipment, supplies & chemicals shall be used by the City of Worcester to carry out the aquatic facility maintenance work.

If the contractor leaves chemicals or other supplies that are considered hazardous the contractor shall be solely responsible for the removal of said hazardous material.

- **FACILITY SAFETY**

It is the sole responsibility of the contractor to provide all required and necessary safety equipment and facility safety features including but not limited to eye wash station, emergency shower, first aid equipment, AED, all personal protective equipment (PPE) etc. for Contractors staff. At no time shall the Contractor block access to these required and necessary safety equipment and facility safety features. If at any time the City identifies a safety issue related to the contractors' use or maintenance of a facility, the Contractor shall be fined \$500.00 per incident on a per day basis. If an issue is not corrected as required, compounding fines will be assessed at \$500.00 per day. All fines will be deducted from the contractors' pay application.

- **MAINTENANCE OF ENTIRE AQUATIC FACILITY (POOL & SPRAY FACILITY PROPERTY'S**

It is the sole responsibility of the contractor to provide the complete and through maintenance of the aquatic facilities and areas within the immediate area surrounding each facility (minimum of 100 feet) in a professional and satisfactory manner (See Appendix B – Description of Premises I). This will include but is not limited to filters, UV systems (complete maintenance), replacement of all probes as necessary, chemical storage (in accordance of Massachusetts General Laws, O.S.H.A. regulations and/or all other governing agency), buildings and grounds within each facility, including but not limited to, restrooms, changing rooms, storage areas, lifeguard area, lifeguard chairs, ADA lifts, spray features, water fountains, facility infrastructure, trash and all other areas in and around each facility. It is the contractor's responsibility to immediately remove graffiti from the interior and exterior of all buildings & facilities. It is the contractor's responsibility to furnish litter baskets (trash cans) throughout each facility and the emptying of each as required. All litter baskets or barrels shall be painted and maintained in a single, uniform color as determined by the commissioner and/or designee and be free from indentations. The contractor is responsible for damage to the buildings within the aquatic facility by his/her personnel and/or equipment. The contractor shall provide all equipment needed to maintain each aquatic facility per the contract specifications and shall be responsible for securing the maintenance areas.

- **MAINTENANCE OF FOUNTAINS:**

It is the sole responsibility of the contractor to provide the complete and through maintenance of the fountains (See Appendix C – Description of Premises II). This will include all materials, including, but not limited to such items as chemicals, filters, UV systems (complete maintenance), replacement of all probes as necessary, chemical storage and spray features as needed for the maintenance of each fountain or as mentioned anywhere in the contract. Further the contractor is

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responsible for proper storage of all chemicals in accordance with Massachusetts General Laws, O.S.H.A. regulations and/or all other governing agencies. All fountains will be operated in the same manner as the spray parks to ensure that the water used in the system meets the regulations of said spray parks.

- **MAINTENANCE OF BEACH RESTROOMS, LIFEGUARD & STAFF FACILITIES**

It is the sole responsibility of the contractor to provide a complete and through daily cleaning of all restrooms and lifeguard facilities at all listed locations in a professional and satisfactory manner (See Appendix D – Description of Premises III). This will include but is not limited to restrooms, changing rooms, storage areas, lifeguard area, ADA chairs, showers, water fountains, any paper product holder, facility infrastructure, trash and all other areas in and around each facility (10 feet from edge of roof). It is the contractor's responsibility to immediately remove graffiti from the interior and exterior of all buildings & facilities. It is the contractor's responsibility to furnish litter baskets (trash cans) throughout each building and the emptying of each as required. All litter baskets or barrels shall be painted and maintained in a single, uniform color as determined by the commissioner and/or designee and be free from indentations. The contractor is responsible for damage to the buildings within the aquatic facility by his/her personnel and/or equipment. The contractor shall provide all equipment needed to maintain each aquatic facility per the contract specifications and shall be responsible for securing the maintenance areas.

- **MATERIALS**

It is the sole responsibility of the contractor to provide all materials, including, but not limited to such items as pool chemicals, paper towels, toilet paper, paper product holders, hand soap, litter baskets (trash), garbage bags, cleaning supplies, testing kits, insurance, etc., as needed for the maintenance of each aquatic facility, fountain and restrooms/ lifeguard facilities or as mentioned anywhere in the contract. Further the contractor is responsible for proper storage of all chemicals in accordance with Massachusetts General Laws, O.S.H.A. regulations and/or all other governing agencies.

- **CONTRACTOR LIABILITY FOR DAMAGE**

The contractor is liable for all damage done to the aquatic facility and the entire area around the facility through the use of chemicals or the spillage of chemicals, etc., the contractor shall immediately address and repair damage. Un-repaired damage may be fixed by the city and charged off to the contractor. In addition, the contractor is also liable for personnel and equipment damage to the facility while under contract. The contractor shall use suitable equipment to prevent such damage.

- **TRASH/LEAF/DEBRIS REMOVAL**

It is the sole responsibility of the contractor to provide policing and removal of all litter and rubbish daily from each aquatic facility and restroom, lifeguard, staff facilities, as well as the fountains when on site. A scheduled walkthrough with owner shall be conducted at each site once per week or as requested by the owner.

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- **POOL & SPRAY FACILITY OPENING AND CLOSING**

It is the sole responsibility of the contractor to provide for the remove of fallen leaves, debris and all other items from the pool & spray park facilities each spring and every day during the aquatic season. The contractor shall dispose of all debris in a proper manner at the cost of the contractor. Additionally, the contractor shall be responsibility for full opening including but not limited to water turn on from street, cleaning of facility, cleaning of all valves, drain lines, spray features, facility water fill, chemical balancing, building operations and full shutdown (winterizing) to include but not limited to infrastructure winterizing.

- **FOUNTAINS OPENING AND CLOSING**

It is the sole responsibility of the contractor to provide for the remove of fallen leaves, debris and all other items from the fountain facilities each spring and every day during the aquatic season. The contractor shall dispose of all debris in a proper manner at the cost of the contractor. Additionally, the contractor shall be responsibility for full opening including but not limited to water turn on from street, cleaning of facility, cleaning of all valves, drain lines, spray features, facility water fill, chemical balancing, building operations and full shutdown (winterizing) to include but not limited to infrastructure winterizing.

- **BEACH RESTROOMS, LIFEGUARD & STAFF FACILITIES OPENING AND CLOSING**

It is the sole responsibility of the contractor to provide for the remove of fallen leaves, debris and all other items from the buildings each spring and every day during the aquatic season. The contractor shall dispose of all debris in a proper manner at the cost of the contractor. Additionally, the contractor shall be responsibility for full opening including but not limited to water turn on from street, cleaning of facility, cleaning of all valves, drain lines, sinks, toilets, hot water heaters and any other building operations and full shutdown (winterizing) to include but not limited to infrastructure winterizing.

- **EMPLOYEE BEHAVIOR AND DRESS**

All contractor personnel must be uniformed in like clothing. Permanently stained clothing shall be replaced. All personnel shall always have a neat appearance. All employees must wear clothing suitable for the season. All personnel shall always wear a shirt and shoes as required by OSHA. Courteous behavior by the contractor and all personnel to the public is always required. Contractor shall not have alcohol, tobacco, drugs or firearms on their person while at a facility.

- **SAFETY**

Contractor shall supply all safety equipment for all work, for workers and costs will be borne by the contractor. It is the responsibility of the contractor and not the city to ensure that all safety equipment is updated, available, maintained and properly stored. It is the contractor's responsibility to meet all Massachusetts General Laws, O.S.H.A. regulations and/or all other governing agency safety requirements while properly training the employees in safety and the proper use of all equipment. The contractor will have a safety officer (either a company employee or a contracted company) review all sites before opening, identify any issues and address said issue

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before each facility is opened for the season. The contractor will have the safety officer schedule a review of all sites with the City of Worcester before the opening of facilities. The contractor will then have this safety officer visit all sites at least two (2) additional times during the operating season and submit a report to the city on their findings.

- **RIGHT TO CLOSE AQUATIC FACILITY**

With the approval of the Commissioner or designee, the contractor has the right to close or delay the opening of an aquatic facility or any part thereof to make repairs or because of inclement weather conditions. The Commissioner or designee, with advice from the contractor, has the sole discretion as to when the aquatic facility is deemed unfit for use.

- **WEEKLY WORK SCHEDULES**

It is the sole responsibility of the contractor to provide a weekly schedule with daily cell phone contact information for the supervisor on call of work to the Commissioner or designee one week prior to the date the schedule starts. This schedule will allow the Commissioner or his designee to discuss work schedule showing how the contractor proposes or is to maintain and upkeep the facilities in a satisfactory condition for use by the public in accordance with the contractor's written maintenance plan. This shall include after-hour calls for emergencies and unforeseen shutdowns.

It is the sole responsibility of the contractor to provide staff who can respond to emergencies and unforeseen shutdowns within twenty minutes during each facility operating hours or within one hour for non-operating hours. A scheduled walkthrough with owner shall be conducted at each site once per week or as requested by the owner.

- **PAYMENTS TO CONTRACTOR**

Payments to the contractor for work that is satisfactorily performed as approved by the Commissioner or designee will be made monthly during the period that pools and spray parks are open by the City. The City reserves the right to receive a credit and/or hold back payment for work not performed or for work not performed satisfactorily according to the requirements set forth herein. The invoice shall identify each facility and the related chargers for each. All payments must include all backup documentation before payment is approved including but not limited to new product info (manufacturer, date of manufacturing of the product), material list, labor cost, install date and warranty information. The city will hold a retainage of 5% of each invoice until all facilities are closed for the season and documentation is given to the city. The City reserves the right to request any additional information necessary to determine the validity of a payment.

- **NOTICE CONCERNING DEFICIENCIES**

If any deficiencies of contractual obligations by the contractor occur, which in the sole determination of the City of Worcester needs to be corrected, notice will be given to the contractor by the city that said deficiency exists and must be corrected immediately by the contractor. If at any time a deficiency is identified the contractor shall deal with each individually and each may be subject to a fine of \$500.00 per incident on a per day basis. If an issue is not corrected as required,

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compounding fines will be assessed at \$500.00 per day. All fines will be deducted from the contractors' pay application.

• **REQUIRED PAPERWORK FOR ALL REPAIRS OF EQUIPMENT AND FACILITIES**

On repairs to all facilities the Contractor must supply the city with the following:

- Previous Equipment
- New Product Information (manufacturer, date of manufacturing of the product)
- Material List
- Labor Cost
- Installation Date
- Warranty information

• **INVOICING & PAYMENTS:**

The contractor shall send the City each January a breakdown of yearly costs separated by FY:

Cost of opening and operation	January 1- June 30
Cost of operation & closing	July 1 – December 31

• **DAILY MONITORING**

It is the sole responsibility of the contractor to provide for daily monitoring and testing of each aquatic facility, fountain & restroom/ lifeguard staff facilities as required by the Virginia Graeme Baker Pool and Spa Safety Act (15 USC 8001), the Commonwealth of Massachusetts (105 CMR 435.00), the City of Worcester Health Department, any/all governing organizations and the Model Aquatic Health Code. The contractor shall make written notice of any problems or damage and report them to the Commissioner or designee. The contractor is instructed to contact the Commissioner or designee and the police/fire as is necessary to protect personnel and to protect all facilities. The Contractor shall secure any and all access points including perimeters for each facility, which may occur due to vandalism or accident. Contractor shall immediately contact owner for further guidance and final repair.

• **DAILY SUPERVISION**

It is the sole responsibility of the contractor to diligently supervise work daily and must correct all deficiencies as they occur, reporting same to the Commissioner or designee. The contractor shall be on call every day, including night and weekends, and is required to attend meetings when called on for aquatic facilities under their control. The contractor shall have experienced working personnel, the qualifications of whom may be verified by the Commissioner or designee.

• **CANCELLATION CLAUSE**

The city reserves the right to cancel this contract at any time in the event of default or violation by the contractor of any of the provisions of this contract.

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- **END OF SEASON REVIEW**

A final inspection by the contractor and the city of all system components and infrastructure prior to the end of the season will be made to ensure that all equipment is fully operational. The Contractor shall submit certified and signed documents stating that all equipment, infrastructure and supplies are in working order as designed and approved by the manufacturer. Any equipment needing repair that is determined to be the result of improper management will be charged back to the contractor. The contractor is responsible for all damage due to improper winterization.

- **CONTRACT COMPLETION/ CANCELLATION OR TERMINATION**

A final inspection of all system components and infrastructure prior to the contract completion/ cancellation or termination of this contract will be made to ensure that all equipment is fully operational. The Contractor shall submit certified and signed third party documents stating that all equipment, infrastructure and supplies are in working order as designed and approved by the manufacturer. Any equipment needing repair that is determined to be the result of improper management will be charged back to the contractor.

- **FILTER SAND REPLACEMENT**

The Contractor shall replace the filter sand at all facilities every three years with 2027 as the first replacement year prior to opening in the spring of 2027 and in the spring of 2030.

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SECTION 6 - SPECIFIC MAINTENANCE PROVISIONS

• **OPENING OF EACH FACILITY (COMPLETELY):**

The Contractors responsibility shall include but is not limited to the following:

1. Certified Aquatic Professional shall use an opening inspection sheet (as developed by the Contractor and approved by the City) to log/record all required information as required by the Commonwealth of Massachusetts or any other regulatory agency
2. Provide all necessary labor and materials to clean each facility
3. Provide all necessary labor and materials to clean each building under this contract.
4. Provide all necessary labor and material to open all buildings including but not limited to, cleaning of facility, cleaning of all valves, drain lines, sinks, toilets, hot water heaters and any other building operations
5. Provide labor and materials to vacuum and clean the pool, spray parks & fountains
6. Clear and clean pool gutter, pumps, filters, drain traps and remove all debris
7. Connect all pumps, filters, drain traps and other equipment to all piping
8. Install and ensure each water fountains at aquatic facilities and restroom/ lifeguard facilities are operational.
9. Start all equipment and add all chemicals to balance each facility.
10. Remove all equipment/supplies and install as necessary
11. Wash and disinfect pool deck, spray park deck, restroom building interior walls and floors and fountain area with pre-approved cleaning products.
12. Reinstall all pool, sprays/other features and adjust as needed for proper operation
13. Turn on control database reporting software for the season
14. Connect and calibrate all chlorination, PH equipment, UV and any other equipment necessary to operate each facility
15. Clean, inspect, and calibrate UV system to ensure it is operational and working as designed and to manufacturers specifications. This must be documented within the opening report
Supply and replace UV bulb as required by manufacturer
16. Inspect & replace all probes as required
17. Inspect and replace as necessary restroom paper product holders
18. Inspect and ensure all required safety equipment and safety features are working properly and accessible
19. Inspect, install and make operational water fountains & hot water heater as needed
20. Clean or replace filter cartridge as needed
21. Clean all valves & drain lines
22. Clean and calibrate all spray features
23. Paint all safety markings including those required by the City Public Health Inspector as well as water depth markings, edge markings on the bench seat/ledge and clarity markings at the bottom of Crompton Park Pool each year.
 - a. The contractor shall include eight completely black boxes measuring 1'x1' on the bottom of the pool at locations determined by the owner
 - b. The contractor shall paint or epoxy a four-inch (4") black stripe along the bench/ledge, a four-inch (4") black stripe separating the sliding well from the swimming area and a four-inch (4") black stripe separating the shallow and deep areas (as required in the Massachusetts CMR, the City of Worcester or any other government agency).
24. Provide an opening report for the CITY, of all work completed.

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• **GENERAL SERVICES (CERTIFIED POOL AND SPRAY FACILITY SERVICES) AT EACH FACILITY (COMPLETELY):**

The Contractor's responsibility shall include but is not limited to the following:

1. Provide a Certified Aquatic Professional as defined in MGL 105CMR 435.17 #2 to visit the aquatic facilities daily and inspect the facility to ensure it is within proper code parameters at least four (4) times per day from the pool in a pre-approved location. Each visit must be documented in the daily report identifying day, time and location of each test in pen.
2. Certified Aquatic Professional shall use an inspection sheet (as developed by the Contractor and approved by the City three months prior to log/record all required information as required by the Commonwealth of Massachusetts or any other regulatory agency this list shall include but is not limited to (temperature, pH, Chlorine, FAC, ALK, CH, ORP, filter pressure, record flow meter reading, weather conditions, record chemicals added to each facility and code compliant safety items).
3. Certified Aquatic Professional shall test water chemistry each day four times a day as required by the Commonwealth of Massachusetts or any other regulatory agency at each aquatic facility.
4. Fill chlorinator at least twice a week or as necessary
5. Vacuum entire pool daily
6. Wash down pool & spray park decking daily and disinfect once per week or as necessary with an approved cleaning product.
7. Clean, maintain, disinfect and inspect water slide, once per week or as necessary
8. Clean/disinfect all buildings and empty all trash at each aquatic, restroom/ lifeguard & staff facilities daily
9. Inspect the carbon dioxide levels twice per week or as required
10. Clean/disinfect all restroom/lifeguard & staff facilities daily
11. Backwash filters as required based on industry standards/best management practices, product specification, warranty requirements
12. Clean filters and filter bed as required
13. Inspect & ensure that the UV System is operational and working. This must be documented a minimum of four times within the written weekly reports
14. Inspect & replace all probes as needed and required
15. Inspect and replace as necessary restroom paper product holders
16. Inspect and ensure all required safety equipment and safety features are working properly and accessible
17. Inspect and repair water fountains as needed
18. Inspect, repair and make operational hot water tanks as needed
19. The contractor shall repair the fence as the first item of each day to ensure the safety of the public.
20. Provide all chemicals (at the cost of the contractor) needed to meet the requirements of the Commonwealth of Massachusetts Standards for Aquatic Facilities
21. Physically inspect all drain covers and equipment within the aquatic facility at least once a week or as necessary
22. Monitor controller database for alarms 24/7 to maintain proper water chemistry
23. Provide the City with a daily & weekly reports of all work & any issues or concerns
24. Set up metal barriers at Crompton Park Pool as required by the city.
25. All work shall be completed at the pool by 9:00am each day & 10:00am at all other facilities.

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26. The contractor shall purchase & install a white erasable board in the lifeguard or staff room (board & location to be approved by owner) where the contractor shall identify each morning
27. The contractor shall purchase, install and replace as necessary covers on all emergency stop buttons located in all facilities.
28. Their staff person on duty with a contact number and an area for issues that City staff can identify and contractor can address. (Board will become the property of the City of Worcester)
29. Contractor shall submit a schedule of all staff on duty weekly with phone numbers and contact information.
30. All calls to the contractor on duty shall be answered within 5 minutes.
31. Umbrella's to be raised before opening and lowered at closing daily.
32. Ensure all depth markings are in feet and meters and at all locations as required by law.

• **WINTERIZATION AT EACH FACILITY (COMPLETELY):**

The Contractors responsibility shall include but not limited to the following:

1. Provide all labor to drain the pool & spray park storage tanks (backwash to sewer after dechlorination period is complete)
2. Certified Aquatic Professional shall use a closing inspection sheet (as developed by the Contractor and approved by the City) to log/record all required information as required by the Commonwealth of Massachusetts or any other regulatory agency. Provide all chemicals for dechlorination
3. Disconnect the circulation and filtration equipment from the piping
4. The contractor shall winterize all the system including all buildings (sinks, toilets, hot water heaters etc.) infrastructure (drain and return piping) using compressed air. The system shall be blown out in such a manner to ensure that all water is evacuated from the system. Isolation valves shall be opened and closed as needed to prevent water from re-entering pipes already winterized. All drains shall be opened for water to drain out and re-closed for the winter. Control valves and backflow preventers shall also be drained. All electrical switches shall be shut off for the winter. The contractor shall be responsible for all repairs and replacement of infrastructure & equipment due to improper winterization.
5. Place and store all exterior equipment and furniture in the storage room
6. Unplug controller from outlet at Greenwood, East Park and any other facility as needed.
7. Disconnect all spray feature units and store on site
8. Open winter drain at all sites
9. Plug all non-self-draining piping
10. Empty holding tanks at all facilities
11. Include antifreeze as required in all piping.
12. Remove and winterize fountains
13. Shut off circuit breakers to water fountains where wires are exposed
14. Provide a closing report to the CITY, of all work completed

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• **ADDITIONAL POOL MAINTENANCE SERVICES:**

1. Additional services will include the preparation (includes but not limited to scrapping, sanding, application of a binder course if necessary etc.) of all surfaces identified in the red box areas in Appendix E (Crompton Park Pool), Appendix F (East Park Spray Facility) and the fence surrounding the WWII Memorial on Worcester Common for application of new surface paint, epoxy product, poured in place, tile, rolls, or other product approved by the city designed for aquatic facilities, and applied according to the manufacturer's specifications. All surfaces will be evaluated in the first & fourth year of this contract.

The Contractor shall paint or epoxy the Crompton Park Pool, East Park Spray Facility & the WWII Memorial in the spring every three years with 2026 as the first repainting year and in all future years under the following requirements:

- a. The paint, epoxy product, poured in place, tile, rolls, or other products approved by the city for the pool, spray park surfaces & fence shall be a product designed for aquatic facilities and approved by the owner.
- b. The paint, epoxy product, poured in place, tile, rolls, or other products approved by the city shall be applied according to the manufacturer's specifications
- c. The paint, epoxy product, poured in place, tile, rolls, or other products approved by the city shall be applied evenly and completely throughout the entire site.
- d. The paint, epoxy product, poured in place, tile, rolls, or other products approved by the city shall have a warranty of 3 years.
- e. The contractor shall employ a certified painter or installer who has five – seven successful & proven jobs of similar scope in an aquatic facility.
- f. The contractor shall include the replacement of any grout or joint filler.
- g. A certified painter must be approved by the supplying paint company to apply the product
- h. Work shall include all preparation, product and cleanup.
- i. All products shall meet all accessibility requirements.
- j. If poured in place rubber is chosen by the city surface top layer shall made of EPDM Rubber, 100% color at ½" thick single mix up to 2 color blends mixed with aliphatic binder, grind around the multiple spray heads ¾ to 1 inch. Pressure wash and prime existing surface. Products must have a history of use in an aquatic facility like East Park.

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APPENDIX A - INSURANCE REQUIREMENTS

- **WORKER’S COMPENSATION AND EMPLOYER’S LIABILITY INSURANCE**
Coverage as required by the Worker’s Compensation laws of the Commonwealth of Massachusetts MGL C. 149 s. 34A, including both statutory lines and Coverage B.
- **COMPREHENSIVE GENERAL LIABILITY INSURANCE**
 1. The Contractor shall obtain and maintain in force at all times during the term of the contract derived from this RFP, insurance coverage pertaining to Public Liability, Property Damage and Worker's Compensation in the following types and amounts:
 - A) **PUBLIC LIABILITY INSURANCE** - Contractor to supply the City of Worcester with certificates of insurance covering public liability in an amount not less than \$1,000,000.00 to any one person, and not less than \$ 1,000,000.00 on account of one accident.
 - B) **PROPERTY DAMAGE INSURANCE** - Contractor to supply the City with certificates of insurance covering property damage in an amount not less than \$1,000,000.00 for damages on account of any one accident, and not less than \$ 2,000,000.00 on account of all accidents.
 - C) **COMPENSATION INSURANCE** - The Contractor shall furnish the City with certificates showing that all its employees shall be connected with the management operations are protected under worker's compensation insurance policies.
 2. The Contractor shall carry Public Liability Insurance with an insurance company satisfactory to the City so as to save the City harmless from any and all claims for damages arising out of bodily injury to or death of any person or persons, and for all claims for damages arising out of injury to or destruction of property caused by accident resulting from the use of implements, equipment or labor used in the performance of the contract or from any neglect, default or omission, or want of proper care, or misconduct on the part of the Contractor or for anyone in his or her employ during the execution of the contract derived from this RFP.
 3. Prior to starting on the contract derived from this RFP, the Contractor shall deposit with the Purchasing Division certificate from the insurer to the effect that the insurance policies required in the above paragraph have been issued to the Contractor. The certificates must be on a form satisfactory to the city.
 1. **Work performed by the contractor himself with his own employee’s “premises-operations”** line.
 2. **Work performed by his Subcontractors; Contractor’s Protective Liability (“sublet work” or “Independent Contractors”)** line. Use of subcontractors may be subject to provisions within the Specifications regarding prior approval by the City.

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3. **The Contractor's liability assumed under the Contract Terms** "hold harmless" or "indemnity agreement" line also known as Contractual Liability Insurance. This coverage must be explicitly stated on the Contractor Insurance Certificate.

- **OWNERS PROTECTIVE LIABILITY INSURANCE**

The contractor shall take out and furnish to the city as Owner and maintain during the life of this contract complete Owner's Protective Liability Insurance in amounts as set forth above for Bodily Injury Liability Insurance and for Property Damage Liability Insurance.

If the contractor wishes to store its personal property on site after December 31st and prior to the start of the next season, the contractor must secure written permission from the commissioner; provide suitable insurance listing the city as a loss payee to cover any damage to the property of the contractor or the city.

The contractor shall be responsible for all repairs after termination of this contract due to improper winterization, maintenance or other matters, until such time the facilities are open and operational for at least one month.

- **COMPREHENSIVE AUTOMOBILE LIABILITY INSURANCE**

All minimum coverage as required under Mass. General Laws for operation and registration of motor vehicles, and excess Bodily Injury and Property Damage coverage as follows:

Limits of Liability Combined Single Limit \$2 Million

The insurance is to include all owned or hired vehicles of the CONTRACTOR and non-ownership protection for all employees of the CONTRACTOR engaged in the performance of the contract.

- **GENERAL REQUIREMENTS FOR ALL LINES OF INSURANCE TO BE FURNISHED**

If the initial policy/policies expire prior to the completion of the work, renewal certificates shall be promptly filed with the city for extensions of said coverage. The full cost of renewing such coverage for additional amounts of time shall be the full responsibility of the contractor.

The contractor shall require that each subcontractor procure and maintain, until the completion of that subcontractor's work, insurance of the types and to the limits set forth in the above sections. All such coverage by subcontractors shall be in favor of the contractor, and the city shall be held harmless from liability in all such policies. Use of subcontractor(s) may be subject to the prior approval of the city as described more fully in applicable contract terms and conditions.

The contractor must submit a copy of a Certificate of Insurance certifying that they exhibit pesticide and herbicide applicator coverage for not less than \$1,000,000 each occurrence and \$2,000,000 aggregate.

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APPENDIX B - DESCRIPTION OF PREMISES I

MAINTENANCE OF ENTIRE AQUATIC FACILITY (POOL & SPRAY PARK) PROPERTY'S

GENERAL INFORMATION

Crompton Park Pool and Buildings - Equipment (not a complete list)

- 11 valve distribution manifold.
- 11 spray features.
- 90 sq. ft. SS vacuum sand filter with manual wafer valve control.
- 30 HP filtration pump rated at 1,600 GPM max.
- PPG chlorinator, balance tank, booster pump.
- Dual tank CO2 feeder with automatic switch over.
- CAT 5000 controller.
- Pool area 6,434 sq. ft.
- Pool capacity 144,000 gals.
- Flow rate for pool for 2 hr. turnover 1,200 GPM.
- Flow rate includes play features and slide.
- Over 24,000 square feet
- Water slide
- Access lift
- Ten Toilets
- Eight sinks
- One urinal
- Hot water tank
- UV disinfection with cone strainer

East Park Spray Facility and Buildings - Equipment (not a complete list)

- 5000-gal water containment tank (underground)
- 12 valve distribution manifold.
- 42 spray features.
- 5 HP self-priming filtration pump.
- 14.12 sf. Ft. 14.2 GPM sand filter w/ back wash.
- Chlorine tablet dispenser w/ CO2 tank.
- CAT 5000 chemical controller.
- Cover 30,000 square feet.
- Four Toilets
- Six sinks
- One urinal
- Hot water tank
- UV disinfection with cone strainer

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Greenwood Park Spray Facility and Buildings - Equipment (not a complete list)

- 4000-gal water containment tank. (underground)
- 28 valve distribution manifold.
- 27 Spray features.
- 2 HP self-priming filtration pump.
- 4.91 sq. ft. 74 GPM sand filter w/ backwash valve.
- 10 HP, self-priming circulator pump.
- Chlorine tablet dispenser w/ CO2 tank.
- Over 15,000 square feet
- Five Toilets
- Seven sinks
- One Urinal
- Hot water tank

University Park Spray Facility and Building - Equipment (not a complete list)

- 3000-gal water containment tank. (underground)
- 26 valve distribution manifold.
- 46 spray features.
- 5 HP self-priming filtration pump.
- 9.82 sf. Ft. 14.2 GPM sand filter w/ back wash. (2)
- Chlorine tablet dispenser w/ CO2 tank.
- CAT 5000 chemical controller.
- Cover 30,000 square feet.
- Three Toilets
- Three sinks
- Slop Sink
- 2 Hot water tanks
- UV disinfection with cone strainer

Tacoma Street Playground Spray Facility and Building - Equipment (not a complete list)

- 3000-gal water containment tank. (underground)
- 52 valve distribution manifold.
- 52 spray features.
- 5 HP self-priming filtration pump.
- 9.82 sf. Ft. 14.2 GPM sand filter w/ back wash.
- Chlorine tablet dispenser w/ CO2 tank.
- CAT 5000 chemical controller.
- Cover 30,000 square feet.
- Three Toilets
- Three sinks
- Hot water tank
- UV disinfection with cone strainer

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APPENDIX C - DESCRIPTION OF PREMISES II

MAINTENANCE OF FOUNTAINS

GENERAL INFORMATION

World War II Memorial Fountain – Equipment (not a complete list)

- 2000-gal water containment tank. (underground)
- Spray features: 65 small jets, 6 arching jets & 2 straight jets.
- 3 HP, 50 GPM filtration pump.
- 3 booster pumps 1 phase, 3 HP, 460 volt.
- ACCUTAB chlorine tablet dispenser.
- CAT 5000 chemical controller.
- UV disinfection with cone strainer.

Picket Plaza (Rockland Trust Plaza) Fountain – Equipment (not a complete list)

- 2000-gal water containment tank. (underground)
- Spray features: 65 small jets, 6 arching jets & 2 straight jets.
- 3 HP, 50 GPM filtration pump.
- 3 booster pumps 1 phase, 3 HP, 460 volt.
- ACCUTAB chlorine tablet dispenser.
- CAT 5000 chemical controller.
- UV disinfection with cone strainer.

The Contractor shall perform the following at the Picket / Rockland Trust Plaza Fountain:

Task 1: Open Fountain (First Week of May). The Contractor shall perform the following services to open the fountain:

- Power wash the basin to remove dirt, mineral buildup, and any debris that could interfere with proper operation
- Apply necessary chemicals
- Clean and inspect all filters
- Fill the fountain and adjust fountain features
- Activate the fountain

Task 2: Weekly Maintenance Service Calls (May 15, 2026 – September 30, 2026). The Contractor shall perform the following weekly maintenance services:

- Perform necessary tests and verify the functionality of all ground fault circuit breakers
- Test and inspect the control panel and pumps for proper operation
- Remove, clean, and inspect all strainers and filters

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Aquatic Facility Maintenance of Public Pool, Spray Facilities, Beaches & Fountains

- Clean strainers and replace cartridges as needed
- Perform drainage of the fountain once a month and clean accordingly
- Check and adjust pump settings
- Maintain the sump pit and pump
- Monitor chemical levels and add necessary treatments

Task 3: Close and Winterize Fountain (Second Week of October). The Contractor shall perform the following services to properly close and winterize the fountain:

- Perform drainage of the fountain to remove standing water
- Power wash the basin to ensure cleanliness before winter shutdown
- Blow out water lines using a compressor
- Add potable anti-freeze as needed
- Shut off underground water supply before backflow system
- Remove filters and basket strainers and store them inside the vault for safekeeping
- Remove and properly dispose of chemicals from Bromine dispenser
- Activate the heater to maintain the fountain system during winter months

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APPENDIX D - DESCRIPTION OF PREMISES III

MAINTENANCE OF RESTROOMS, LIFEGUARD & STAFF FACILITIES

GENERAL INFORMATION

Bell Pond Beach Restrooms and Lifeguard Building

- Five toilets
- Seven sinks
- Two urinals
- Lifeguard room
- Storage room

Coes Pond Beach Restrooms and Lifeguard Building

- Four toilets
- Three sinks
- Two urinals
- Lifeguard room
- Storage room
- Outdoor shower

Shore Park Beach Restrooms and Lifeguard Building

- Five Toilets
- Seven sinks
- One urinal
- Lifeguard room
- Storage room
- Outdoor shower

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SUBMITTAL FORM A – PROFESSIONAL AQUATIC MAINTENANCE CONTRACTS

Professional Aquatic Maintenance Contracts No. 1

Facility Name	
Address	
Dates Contract Held	
Phone Number	
Contact Person	
# & Size of Facilities	
Other Information	

Professional Aquatic Maintenance Contracts No. 2

Facility Name	
Address	
Dates Contract Held	
Phone Number	
Contact Person	
# & Size of Facilities	
Other Information	

Professional Aquatic Maintenance Contracts No. 3

Facility Name	
Address	
Dates Contract Held	
Phone Number	
Contact Person	
# & Size of Facilities	
Other Information	

PLEASE DUPLICATE FORM AS NEEDED

City of Worcester
Aquatic Facility Maintenance of
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SUBMITTAL FORM B – AQUATIC INDUSTRY REFERENCES

Industry Reference No. 1

Name of Organization	
Contact Person	
Address	
Telephone No.	
Other Information	

Industry Reference No. 2

Name of Organization	
Contact Person	
Address	
Telephone No.	
Other Information	

Industry Reference No. 3

Name of Organization	
Contact Person	
Address	
Telephone No.	
Other Information	

PLEASE DUPLICATE FORM AS NEEDED

City of Worcester
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SUBMITTAL FORM C – RÉSUMÉ CERTIFIED AQUATIC PROFESSIONAL

Attach complete résumé and complete this form for each person submitted.

Name	
Address	
Summary of Qualifications	

Work Experience

Dates		Name of Facility	
Position		Location	
Description of duties			

Dates		Name of Facility	
Position		Location	
Description of duties			

Dates		Name of Facility	
Position		Location	
Description of duties			

Education

University		Location		Degree	
University		Location		Degree	
Other		Location		Degree	

Accomplishments/Awards

Date		Description	
Date		Description	

Certificates/Licenses

Type		Expiration		Description	
Type		Expiration		Description	
Type		Expiration		Description	

Professional Affiliations

Description	
Description	
Description	

PLEASE DUPLICATE FORM AS NEEDED

City of Worcester
 Aquatic Facility Maintenance of
 Public Pool, Spray Facilities, Beaches & Fountains

SUBMITTAL FORM D – RÉSUMÉ OFF SITE PERSONNEL

Attach complete résumé and complete this form for each person submitted.

Name	
Address	
Summary of Qualifications	

Work Experience

Dates		Name of Facility	
Position		Location	
Description of duties			

Dates		Name of Facility	
Position		Location	
Description of duties			

Dates		Name of Facility	
Position		Location	
Description of duties			

Education

University		Location		Degree	
University		Location		Degree	
Other		Location		Degree	

Accomplishments/Awards

Date		Description	
Date		Description	

Certificates/Licenses

Type		Expiration		Description	
Type		Expiration		Description	
Type		Expiration		Description	

Professional Affiliations

Description	
Description	
Description	

City of Worcester
Aquatic Facility Maintenance of
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SUBMITTAL FORM E - PRICE PROPOSAL - (PAGE 1)

Company Name: _____

Company Contact: _____

1. Base Price: Annual Maintenance and Services per attached requirements

The CONTRACTOR proposes providing professional aquatic maintenance for the City of Worcester Aquatic Facilities for the following period at these locations listed below.

Annual price shall include all costs associated with the maintenance of all facilities. The vendor shall include, within their annual maintenance price, a total of \$80,000.00 for repair of equipment & facilities due to normal wear & tear, vandalism and emergencies. This \$80,000.00 allocation shall not be used for items related to pool chemistry or failures of the contractor to properly maintain, service or follow warranty guidelines. As repairs are identified, the contractor shall provide the City with an estimate of all costs including labor, materials, and equipment. Contractors may include no more than a 10% markup on materials and equipment. All supplies and equipment that is charged to this allocation shall become property of the City of Worcester. The vendor shall submit a detailed invoice that identifies all costs and markups for this work immediately following completion of said work.

- 1) The contractor shall contact the City immediately for all emergencies and request guidance and approval
- 2) The contractor shall contact the City for non-emergency items with a detailed proposal that is approved before work is to begin

No additional compensation will be allowed. ***Contractors are instructed to ensure that their price is an all-inclusive cost.*** Proposals that include additional fees will be rejected.

Crompton Park Pool -	Mid June through late August (approximately 65 days)
East Park Spray Facility –	Friday before Memorial Day to Labor Day (approximately 110 days)
Greenwood Park Spray Facility -	Friday before Memorial Day to Labor Day (approximately 110 days)
University Park Spray Facility -	Friday before Memorial Day to Labor Day (approximately 110 days)
Tacoma Street Playground Spray Facility -	Friday before Memorial Day to Labor Day (approximately 110 days)
Bell Pond Beach -	Mid June through late August (approximately 65days)
Coes Pond Beach -	Mid June through late August (approximately 65 days)
Shore Park Beach -	Mid June through late August (approximately 65 days)
WWII Memorial Fountain -	Patriots Day to Veterans Day (approximately 210 days)
Picket Plaza (Rockland Trust Plaza) Fountain -	Patriots Day to Veterans Day (approximately 210 days)

City of Worcester
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SUBMITTAL FORM E - PRICE PROPOSAL - (PAGE 2)

Company Name: _____

Company Contact: _____

\$ _____ Year ONE

\$ _____ Year TWO

\$ _____ Year THREE

\$ _____ Year FOUR

\$ _____ Year FIVE

\$ _____ Year SIX

\$ _____ ***SUB-TOTAL (A) – ANNUAL MAINTENANCE /
SERVICES ALL LOCATIONS LISTED HEREIN***

❖ Prices are all-inclusive of the City's requirements and specifications.

City of Worcester
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SUBMITTAL FORM E - PRICE PROPOSAL - (PAGE 3)

Company Name: _____

\$ _____ Pool surface preparation & painting, (2026)
(One-time cost in 2026, including applicable prevailing wage rates)
(Crompton Park Pool only)

\$ _____ Spray Facility surface preparation & painting, (2026)
(One-time cost in 2026, including applicable prevailing wage rates)
(East Park Spray Facility only)

\$ _____ Spray Facility surface preparation & PIP installation (2026)
(One-time cost in 2026, including applicable prevailing wage rates)
(East Park Spray Facility only)

\$ _____ Spray Facility surface preparation & tile or roll installation (2026)
(One-time cost in 2026, including applicable prevailing wage rates)
(East Park Spray Facility only)

\$ _____ Pool surface preparation & painting, (2029)
(One-time cost in 2029, including applicable prevailing wage rates to be
provided by city in future year)
(Crompton Park Pool only)

\$ _____ Spray Facility surface preparation & painting, (2029)
(One-time cost in 2029, including applicable prevailing wage rates to be
provided by city in future year)
(East Park Spray Facility only)

\$ _____ Spray Facility surface preparation & PIP installation (2029)
(One-time cost in 2029, including applicable prevailing wage rates to be
provided by city in future year)
(East Park Spray Facility only)

\$ _____ Spray Facility surface preparation & tile or roll installation (2029)
(One-time cost in 2029, including applicable prevailing wage rates to be
provided by city in future year)
(East Park Spray Facility only)

\$ _____ ***SUB-TOTAL (B) – Additional Construction Services noted above
outside of annual maintenance and service requirements***

\$ _____ **TOTAL ALL ITEMS SERVICES (Add Sub-Total (A) to Sub-Total (B) ***
***low proposal price shall be based on this amount**

City of Worcester
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SUBMITTAL FORM E - PRICE PROPOSAL – (PAGE 4)

Company Name: _____

Company Contact: _____

2. Additional Services #1:

During the life of this contract, it is expected that the City of Worcester may add additional aquatic facilities. The locations and number of facilities are currently undetermined but for consistency's sake the City of Worcester wants the selected contractor to perform these services. Maintenance of each additional facility in future years:

\$ _____ per pool, per season as noted above

\$ _____ per spray facility, per season as noted above

\$ _____ per season as noted above (Similar to WWII)

\$ _____ per beach facility, per season as noted above (Similar to Shore Park)

3. Additional Services #2:

During the life of this contract, it is expected that the City of Worcester may look to expand the Aquatic Season at these aquatic facilities. The location and number of facilities are currently undetermined but for consistency's sake the City of Worcester wants the selected contractor to perform these services. Maintenance of each additional facility:

\$ _____ per pool, per week (seven (7) days) as noted above

\$ _____ per spray facility, per week (seven (7) days) as noted above

\$ _____ per fountain, per week (seven (7) days) as noted above (Similar to WWII)

\$ _____ per beach facility, per week (seven (7) days) as noted above (Similar to Shore Park)

DO NOT INCLUDE THESE PRICING SHEETS IN YOUR NON-PRICE PORTION OF THE PROPOSAL. MUST BE SUBMITTED UNDER SEPARATE COVER PER INSTRUCTIONS (SEE PAGE 7 OF RFP FRONT-END DOCUMENTS)

PREVAILING WAGE RATES

&

CERTIFIED PAYROLL REPORTING FORMS

NOTE: Successful bidder/contractor shall submit the required certified payroll reporting forms on a weekly basis *via email* to:

certifiedpayrollrecords@worcesterma.gov

City of Worcester – Purchasing Division
City Hall – Room 201
455 Main Street
Worcester, MA 01608

**WEEKLY PAYROLL RECORDS REPORT
& STATEMENT OF COMPLIANCE**

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form has been printed on the reverse of this page and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

In addition, every contractor and subcontractor is required to submit a copy of their weekly payroll records to the awarding authority. For every week in which an apprentice is employed, a photocopy of the apprentice's identification card must be attached to the payroll report. Once collected, the awarding authority is also required to preserve those records for three years.

In addition, each such contractor, subcontractor, or public body shall furnish to the awarding authority directly, within fifteen days after completion of its portion of the work a statement, executed by the contractor, subcontractor or public body who supervises the payment of wages, in the following form:

<p>STATEMENT OF COMPLIANCE</p> <p style="text-align: center;">_____, 20_____</p> <p>I, _____, _____</p> <p style="text-align: center;">(Name of signatory party) (Title)</p> <p>do hereby state:</p> <p style="text-align: center;">That I pay or supervise the payment of the persons employed by</p> <p>_____ on the _____</p> <p style="text-align: center;">(Contractor, subcontractor or public body) (Building or project)</p> <p>and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.</p> <p style="text-align: right;">Signature _____</p> <p style="text-align: right;">Title _____</p>	
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**THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS
Prevailing Wage Rates**

MAURA HEALEY
Governor

KIM DRISCOLL
Lt. Governor

As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

LAUREN JONES
Secretary

MICHAEL FLANAGAN
Director

Awarding Authority: Worcester **City/Town:** WORCESTER
Contract Number: CR-8655-W6
Description of Work: Service and repair of aquatic facilities including pool resurfacing and spray facility painting, surface prep. and PIP installation
Job Location: Worcester

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, the awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. The updated wage schedule must be provided to all contractors, including general and sub-contractors, working on the construction project.
- This annual update requirement is generally not applicable to 27F “rental of equipment” contracts. For such contracts, the prevailing wage rates issued by DLS shall remain in effect for the duration of the contract term. However, if the prevailing wage rate sheet issued does not contain wage rates for each year covered by the contract term, the Awarding Authority must request updated rate sheets from DLS and provide them to the contractor to ensure the correct rates are being paid throughout the duration of the contract. Additionally, if an Awarding Authority exercises an option to renew or extend the contract term, they must request updated rate sheets from DLS and provide them to the contractor.
- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the “Wage Request Number” on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or a sub-contractor.
- Apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentices must keep their apprentice identification card on their persons during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DAS regardless of whether they are registered with another federal, state, local, or private agency must be paid the journeyworker's rate.**
- Every contractor or subcontractor working on the construction project must submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee’s name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. For a sample payroll reporting form go to <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Contractors must obtain the wage schedules from awarding authorities. Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may file a complaint with the Fair Labor Division of the office of the Attorney General at (617) 727-3465.

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
(2 AXLE) DRIVER - EQUIPMENT	1/1/2026	\$40.95	\$16.17	\$21.78	\$0.00	\$0.00	\$78.90
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$41.95	\$16.17	\$21.78	\$0.00	\$0.00	\$79.90
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$41.95	\$16.17	\$23.52	\$0.00	\$0.00	\$81.64
	1/1/2027	\$41.95	\$16.77	\$23.52	\$0.00	\$0.00	\$82.24
(3 AXLE) DRIVER - EQUIPMENT	1/1/2026	\$41.02	\$16.17	\$21.78	\$0.00	\$0.00	\$78.97
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.02	\$16.17	\$21.78	\$0.00	\$0.00	\$79.97
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$42.02	\$16.17	\$23.52	\$0.00	\$0.00	\$81.71
	1/1/2027	\$42.02	\$16.77	\$23.52	\$0.00	\$0.00	\$82.31
(4 & 5 AXLE) DRIVER - EQUIPMENT	1/1/2026	\$41.14	\$16.17	\$21.78	\$0.00	\$0.00	\$79.09
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.14	\$16.17	\$21.78	\$0.00	\$0.00	\$80.09
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$42.14	\$16.17	\$23.52	\$0.00	\$0.00	\$81.83
	1/1/2027	\$42.14	\$16.77	\$23.52	\$0.00	\$0.00	\$82.43
ADS/SUBMERSIBLE PILOT	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
For apprentice rates see "Apprentice- PILE DRIVER"							
AIR TRACK OPERATOR	12/1/2025	\$41.22	\$10.65	\$9.75	\$9.11	\$0.00	\$70.73
LABORERS	6/1/2026	\$42.66	\$10.65	\$9.75	\$9.11	\$0.00	\$72.17
LABORERS - ZONE 2	12/1/2026	\$44.10	\$10.65	\$9.75	\$9.11	\$0.00	\$73.61
	6/1/2027	\$45.55	\$10.65	\$9.75	\$9.11	\$0.00	\$75.06
	12/1/2027	\$47.00	\$10.65	\$9.75	\$9.11	\$0.00	\$76.51
	6/1/2028	\$48.50	\$10.65	\$9.75	\$9.11	\$0.00	\$78.01
	12/1/2028	\$50.00	\$10.65	\$9.75	\$9.11	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"							
AIR TRACK OPERATOR (HEAVY & HIGHWAY)	12/1/2025	\$41.22	\$10.65	\$9.75	\$9.21	\$0.00	\$70.83
LABORERS	6/1/2026	\$42.66	\$10.65	\$9.75	\$9.21	\$0.00	\$72.27
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	\$44.10	\$10.65	\$9.75	\$9.21	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
ASBESTOS WORKER (PIPES & TANKS)	12/1/2025	\$44.80	\$14.50	\$4.30	\$6.75	\$0.00	\$70.35
HEAT & FROST INSULATORS LOCAL 6							
HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)							
ASPHALT RAKER	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.11	\$0.00	\$70.23
LABORERS	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS - ZONE 2	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.05	\$10.65	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.50	\$10.65	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.00	\$10.65	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.50	\$10.65	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
ASPHALT RAKER (HEAVY & HIGHWAY)	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.21	\$0.00	\$70.33
LABORERS	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.21	\$0.00	\$73.21

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE	12/1/2025	\$59.28	\$16.05	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.58	\$16.05	\$13.25	\$3.25	\$0.00	\$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$62.03	\$16.05	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BACKHOE/FRONT-END LOADER	12/1/2025	\$59.28	\$16.05	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.58	\$16.05	\$13.25	\$3.25	\$0.00	\$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$62.03	\$16.05	\$13.25	\$3.25	\$0.00	\$94.58
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
BARCO-TYPE JUMPING TAMPER	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.11	\$0.00	\$70.23
LABORERS	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS - ZONE 2	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.05	\$10.65	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.50	\$10.65	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.00	\$10.65	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.50	\$10.65	\$9.75	\$9.11	\$0.00	\$79.01
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER	12/1/2025	\$41.22	\$10.65	\$9.75	\$9.11	\$0.00	\$70.73
LABORERS	6/1/2026	\$42.66	\$10.65	\$9.75	\$9.11	\$0.00	\$72.17
LABORERS - ZONE 2	12/1/2026	\$44.10	\$10.65	\$9.75	\$9.11	\$0.00	\$73.61
	6/1/2027	\$45.55	\$10.65	\$9.75	\$9.11	\$0.00	\$75.06
	12/1/2027	\$47.00	\$10.65	\$9.75	\$9.11	\$0.00	\$76.51
	6/1/2028	\$48.50	\$10.65	\$9.75	\$9.11	\$0.00	\$78.01
	12/1/2028	\$50.00	\$10.65	\$9.75	\$9.11	\$0.00	\$79.51
For apprentice rates see "Apprentice- LABORER"							
BLOCK PAVER, RAMMER / CURB SETTER (HEAVY & HIGHWAY)	12/1/2025	\$41.22	\$10.65	\$9.75	\$9.21	\$0.00	\$70.83
LABORERS	6/1/2026	\$42.66	\$10.65	\$9.75	\$9.21	\$0.00	\$72.27
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	\$44.10	\$10.65	\$9.75	\$9.21	\$0.00	\$73.71
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)							
BOILER MAKER	1/1/2024	\$48.12	\$7.07	\$14.60	\$6.00	\$0.00	\$75.79
BOILERMAKERS LOCAL 29							
BOILERMAKERS LOCAL 29							

Apprentice: BOILER MAKER							
Effective Date: 1/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
2	65.00	\$31.28	\$7.07	\$9.32	\$3.90	\$0.00	\$51.57
3	70.00	\$33.68	\$7.07	\$10.03	\$4.20	\$0.00	\$54.98
4	75.00	\$36.09	\$7.07	\$10.74	\$4.50	\$0.00	\$58.40
5	80.00	\$38.50	\$7.07	\$11.45	\$4.80	\$0.00	\$61.82
6	85.00	\$40.90	\$7.07	\$12.18	\$5.10	\$0.00	\$65.25

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: BOILER MAKER							
Effective Date: 1/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
7	90.00	\$43.31	\$7.07	\$12.88	\$5.40	\$0.00	\$68.66
8	95.00	\$45.71	\$7.07	\$13.62	\$5.70	\$0.00	\$72.10
Apprentice to Journeyworker Ratio: 1:4							
BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	2/1/2026	\$65.81	\$12.84	\$15.57	\$7.33	\$0.00	\$101.55
BRICKLAYERS LOCAL 3	8/1/2026	\$68.01	\$12.84	\$15.57	\$7.33	\$0.00	\$103.75
BRICKLAYERS LOCAL 3 (WORCESTER)	2/1/2027	\$69.41	\$12.84	\$15.57	\$7.33	\$0.00	\$105.15
Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$32.91	\$12.84	\$15.57	\$7.33	\$0.00	\$68.65
2	60.00	\$39.49	\$12.84	\$15.57	\$7.33	\$0.00	\$75.23
3	70.00	\$46.07	\$12.84	\$15.57	\$7.33	\$0.00	\$81.81
4	80.00	\$52.65	\$12.84	\$15.57	\$7.33	\$0.00	\$88.39
5	90.00	\$59.23	\$12.84	\$15.57	\$7.33	\$0.00	\$94.97
Apprentice: BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.01	\$12.84	\$15.57	\$7.33	\$0.00	\$69.75
2	60.00	\$40.81	\$12.84	\$15.57	\$7.33	\$0.00	\$76.55
3	70.00	\$47.61	\$12.84	\$15.57	\$7.33	\$0.00	\$83.35
4	80.00	\$54.41	\$12.84	\$15.57	\$7.33	\$0.00	\$90.15
5	90.00	\$61.21	\$12.84	\$15.57	\$7.33	\$0.00	\$96.95
Apprentice to Journeyworker Ratio: 1:5							
BULLDOZER/GRADER/SCRAPER OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
CAISSON & UNDERPINNING BOTTOM MAN LABORERS	12/1/2025	\$49.10	\$10.65	\$9.75	\$9.80	\$0.00	\$79.30
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$50.65	\$10.65	\$9.75	\$9.80	\$0.00	\$80.85
LABORERS	12/1/2026	\$52.15	\$10.65	\$9.75	\$9.80	\$0.00	\$82.35
For apprentice rates see "Apprentice- LABORER"							
CAISSON & UNDERPINNING LABORER LABORERS	12/1/2025	\$47.95	\$10.65	\$9.75	\$9.80	\$0.00	\$78.15
LABORERS	6/1/2026	\$49.50	\$10.65	\$9.75	\$9.80	\$0.00	\$79.70

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.00	\$10.65	\$9.75	\$9.80	\$0.00	\$81.20

For apprentice rates see "Apprentice- LABORER"

CAISSON & UNDERPINNING TOP MAN LABORERS	12/1/2025	\$48.28	\$10.65	\$9.75	\$9.80	\$0.00	\$78.48
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$49.83	\$10.65	\$9.75	\$9.80	\$0.00	\$80.03
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.33	\$10.65	\$9.75	\$9.80	\$0.00	\$81.53

For apprentice rates see "Apprentice- LABORER"

CARBIDE CORE DRILL OPERATOR LABORERS	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.11	\$0.00	\$70.23
LABORERS - ZONE 2	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS - ZONE 2	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.11	\$0.00	\$73.11
LABORERS - ZONE 2	6/1/2027	\$45.05	\$10.65	\$9.75	\$9.11	\$0.00	\$74.56
LABORERS - ZONE 2	12/1/2027	\$46.50	\$10.65	\$9.75	\$9.11	\$0.00	\$76.01
LABORERS - ZONE 2	6/1/2028	\$48.00	\$10.65	\$9.75	\$9.11	\$0.00	\$77.51
LABORERS - ZONE 2	12/1/2028	\$49.50	\$10.65	\$9.75	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

CARPENTER	3/1/2026	\$51.35	\$10.58	\$11.47	\$8.50	\$0.00	\$81.90
CARPENTERS	9/1/2026	\$52.60	\$10.58	\$11.47	\$8.50	\$0.00	\$83.15
CARPENTERS -ZONE 2 (Eastern Massachusetts)	3/1/2027	\$53.85	\$10.58	\$11.47	\$8.50	\$0.00	\$84.40

Apprentice: CARPENTER							
Effective Date: 3/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.11	\$10.58	\$0.00	\$1.73	\$0.00	\$35.42
2	45.00	\$23.11	\$10.58	\$0.00	\$1.73	\$0.00	\$35.42
3	55.00	\$28.24	\$10.58	\$0.00	\$3.40	\$0.00	\$42.22
4	55.00	\$28.24	\$10.58	\$0.00	\$3.40	\$0.00	\$42.22
5	70.00	\$35.95	\$10.58	\$11.41	\$5.10	\$0.00	\$63.04
6	70.00	\$35.95	\$10.58	\$11.41	\$5.10	\$0.00	\$63.04
7	80.00	\$41.08	\$10.58	\$11.44	\$6.80	\$0.00	\$69.90
8	80.00	\$41.08	\$10.58	\$11.44	\$6.80	\$0.00	\$69.90

Apprentice: CARPENTER							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.67	\$10.58	\$0.00	\$1.73	\$0.00	\$35.98
2	45.00	\$23.67	\$10.58	\$0.00	\$1.73	\$0.00	\$35.98
3	55.00	\$28.93	\$10.58	\$0.00	\$3.40	\$0.00	\$42.91
4	55.00	\$28.93	\$10.58	\$0.00	\$3.40	\$0.00	\$42.91
5	70.00	\$36.82	\$10.58	\$11.41	\$5.10	\$0.00	\$63.91
6	70.00	\$36.82	\$10.58	\$11.41	\$5.10	\$0.00	\$63.91
7	80.00	\$42.08	\$10.58	\$11.44	\$6.80	\$0.00	\$70.90
8	80.00	\$42.08	\$10.58	\$11.44	\$6.80	\$0.00	\$70.90

Apprentice to Journeyworker Ratio: 1:5

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
CARPENTER WOOD FRAME	10/1/2025	\$27.75	\$7.02	\$3.80	\$1.00	\$0.00	\$39.57
CARPENTERS	10/1/2026	\$28.85	\$7.02	\$3.80	\$1.00	\$0.00	\$40.67
CARPENTERS-ZONE 3 (Wood Frame)							
All Aspects of New Wood Frame Work							

Apprentice: CARPENTER WOOD FRAME							
Effective Date: 10/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$16.65	\$7.02	\$0.00	\$0.00	\$0.00	\$23.67
2	60.00	\$16.65	\$7.02	\$0.00	\$0.00	\$0.00	\$23.67
3	65.00	\$18.04	\$7.02	\$0.00	\$1.00	\$0.00	\$26.06
4	70.00	\$19.43	\$7.02	\$0.00	\$1.00	\$0.00	\$27.45
5	75.00	\$20.81	\$7.02	\$3.80	\$1.00	\$0.00	\$32.63
6	80.00	\$22.20	\$7.02	\$3.80	\$1.00	\$0.00	\$34.02
7	85.00	\$23.59	\$7.02	\$3.80	\$1.00	\$0.00	\$35.41
8	90.00	\$24.98	\$7.02	\$3.80	\$1.00	\$0.00	\$36.80

Apprentice: CARPENTER WOOD FRAME							
Effective Date: 10/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$17.31	\$7.02	\$0.00	\$0.00	\$0.00	\$24.33
2	60.00	\$17.31	\$7.02	\$0.00	\$0.00	\$0.00	\$24.33
3	65.00	\$18.75	\$7.02	\$0.00	\$1.00	\$0.00	\$26.77
4	70.00	\$20.20	\$7.02	\$0.00	\$1.00	\$0.00	\$28.22
5	75.00	\$21.64	\$7.02	\$3.80	\$1.00	\$0.00	\$33.46
6	80.00	\$23.08	\$7.02	\$3.80	\$1.00	\$0.00	\$34.90
7	85.00	\$24.52	\$7.02	\$3.80	\$1.00	\$0.00	\$36.34
8	90.00	\$25.97	\$7.02	\$3.80	\$1.00	\$0.00	\$37.79

Apprentice to Journeyworker Ratio: 1:5

CEMENT MASONRY/PLASTERING	1/1/2026	\$53.24	\$13.35	\$16.43	\$7.78	\$1.80	\$92.60
PLASTERERS AND CEMENT MASONS LOCAL 534	7/1/2026	\$54.49	\$13.35	\$16.43	\$7.78	\$1.80	\$93.85
Plasterers and Cement Masons - Zone 1	1/1/2027	\$55.94	\$13.35	\$16.43	\$7.78	\$1.80	\$95.30
	7/1/2027	\$57.29	\$13.35	\$16.43	\$7.78	\$1.80	\$96.65
	1/1/2028	\$58.64	\$13.35	\$16.43	\$7.78	\$1.80	\$98.00

Apprentice: CEMENT MASONRY/PLASTERING							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.62	\$13.35	\$16.43	\$0.00	\$0.00	\$56.40
2	60.00	\$31.94	\$13.35	\$16.43	\$7.78	\$1.80	\$71.30
3	65.00	\$34.61	\$13.35	\$16.43	\$7.78	\$1.80	\$73.97
4	70.00	\$37.27	\$13.35	\$16.43	\$7.78	\$1.80	\$76.63

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: DELEADER (BRIDGE)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25
5	70.00	\$41.69	\$10.35	\$12.00	\$8.82	\$0.00	\$72.86
6	75.00	\$44.67	\$10.35	\$12.00	\$9.45	\$0.00	\$76.47
7	80.00	\$47.65	\$10.35	\$12.00	\$10.08	\$0.00	\$80.08
8	90.00	\$53.60	\$10.35	\$12.00	\$11.34	\$0.00	\$87.29

Apprentice to Journeyworker Ratio: 1:1

DEMO: ADZEMAN LABORERS	12/1/2025	\$48.00	\$10.65	\$9.75	\$9.65	\$0.00	\$78.05
LABORERS - ZONE 2	6/1/2026	\$49.55	\$10.65	\$9.75	\$9.65	\$0.00	\$79.60
	12/7/2026	\$51.05	\$10.65	\$9.75	\$9.65	\$0.00	\$81.10
	6/7/2027	\$52.65	\$10.65	\$9.75	\$9.65	\$0.00	\$82.70
	12/6/2027	\$54.25	\$10.65	\$9.75	\$9.65	\$0.00	\$84.30
	6/5/2028	\$55.93	\$10.65	\$9.75	\$9.65	\$0.00	\$85.98
	12/4/2028	\$57.60	\$10.65	\$9.75	\$9.65	\$0.00	\$87.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BACKHOE/LOADER/HAMMER OPERATOR LABORERS	12/1/2025	\$49.00	\$10.65	\$9.75	\$9.65	\$0.00	\$79.05
LABORERS - ZONE 2	6/1/2026	\$50.55	\$10.65	\$9.75	\$9.65	\$0.00	\$80.60
	12/7/2026	\$52.05	\$10.65	\$9.75	\$9.65	\$0.00	\$82.10
	6/7/2027	\$53.65	\$10.65	\$9.75	\$9.65	\$0.00	\$83.70
	12/6/2027	\$55.25	\$10.65	\$9.75	\$9.65	\$0.00	\$85.30
	6/5/2028	\$56.93	\$10.65	\$9.75	\$9.65	\$0.00	\$86.98
	12/4/2028	\$58.60	\$10.65	\$9.75	\$9.65	\$0.00	\$88.65

For apprentice rates see "Apprentice- LABORER"

DEMO: BURNERS LABORERS	12/1/2025	\$48.75	\$10.65	\$9.75	\$9.65	\$0.00	\$78.80
LABORERS - ZONE 2	6/1/2026	\$50.30	\$10.65	\$9.75	\$9.65	\$0.00	\$80.35
	12/7/2026	\$51.80	\$10.65	\$9.75	\$9.65	\$0.00	\$81.85
	6/7/2027	\$53.40	\$10.65	\$9.75	\$9.65	\$0.00	\$83.45
	12/6/2027	\$55.00	\$10.65	\$9.75	\$9.65	\$0.00	\$85.05
	6/5/2028	\$56.68	\$10.65	\$9.75	\$9.65	\$0.00	\$86.73
	12/4/2028	\$58.35	\$10.65	\$9.75	\$9.65	\$0.00	\$88.40

For apprentice rates see "Apprentice- LABORER"

DEMO: CONCRETE CUTTER/SAWYER LABORERS	12/1/2025	\$49.00	\$10.65	\$9.75	\$9.65	\$0.00	\$79.05
LABORERS - ZONE 2	6/1/2026	\$50.55	\$10.65	\$9.75	\$9.65	\$0.00	\$80.60
	12/7/2026	\$52.05	\$10.65	\$9.75	\$9.65	\$0.00	\$82.10
	6/7/2027	\$53.65	\$10.65	\$9.75	\$9.65	\$0.00	\$83.70
	12/6/2027	\$55.25	\$10.65	\$9.75	\$9.65	\$0.00	\$85.30
	6/5/2028	\$56.93	\$10.65	\$9.75	\$9.65	\$0.00	\$86.98
	12/4/2028	\$58.60	\$10.65	\$9.75	\$9.65	\$0.00	\$88.65

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- LABORER"							
DEMO: JACKHAMMER OPERATOR	12/1/2025	\$48.75	\$10.65	\$9.75	\$9.65	\$0.00	\$78.80
LABORERS	6/1/2026	\$50.30	\$10.65	\$9.75	\$9.65	\$0.00	\$80.35
LABORERS - ZONE 2	12/7/2026	\$51.80	\$10.65	\$9.75	\$9.65	\$0.00	\$81.85
	6/7/2027	\$53.40	\$10.65	\$9.75	\$9.65	\$0.00	\$83.45
	12/6/2027	\$55.00	\$10.65	\$9.75	\$9.65	\$0.00	\$85.05
	6/5/2028	\$56.68	\$10.65	\$9.75	\$9.65	\$0.00	\$86.73
	12/4/2028	\$58.35	\$10.65	\$9.75	\$9.65	\$0.00	\$88.40
For apprentice rates see "Apprentice- LABORER"							
DEMO: WRECKING LABORER	12/1/2025	\$48.00	\$10.65	\$9.75	\$9.65	\$0.00	\$78.05
LABORERS	6/1/2026	\$49.55	\$10.65	\$9.75	\$9.65	\$0.00	\$79.60
LABORERS - ZONE 2	12/7/2026	\$51.05	\$10.65	\$9.75	\$9.65	\$0.00	\$81.10
	6/7/2027	\$52.65	\$10.65	\$9.75	\$9.65	\$0.00	\$82.70
	12/6/2027	\$54.25	\$10.65	\$9.75	\$9.65	\$0.00	\$84.30
	6/5/2028	\$55.93	\$10.65	\$9.75	\$9.65	\$0.00	\$85.98
	12/4/2028	\$57.60	\$10.65	\$9.75	\$9.65	\$0.00	\$87.65
For apprentice rates see "Apprentice- LABORER"							
DIRECTIONAL DRILL MACHINE OPERATOR	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
DIVER	8/1/2024	\$78.11	\$10.08	\$11.62	\$12.67	\$0.00	\$112.48
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Diver wage 70/80/90 2A \$69.83, 3A \$91.79,4A \$102.14 Total Rate							
DIVER TENDER	8/1/2024	\$51.97	\$10.08	\$11.62	\$12.67	\$0.00	\$86.34
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
as of 8-1-24, Apprentices with diving licenses begin at second year. % of Piledriver wage 70/80/90 2A \$54.20, 3A \$73.93,4A \$82.05 Total Rate							
DIVER TENDER (EFFLUENT)	8/1/2024	\$83.69	\$10.08	\$11.62	\$12.67	\$0.00	\$118.06
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DIVER/SLURRY (EFFLUENT)	8/1/2024	\$117.16	\$10.08	\$11.62	\$12.67	\$0.00	\$151.53
PILE DRIVER LOCAL 56							
PILE DRIVER LOCAL 56 (ZONE 2)							
For apprentice rates see "Apprentice- PILE DRIVER"							
DRAWBRIDGE OPERATOR (Construction)	7/1/2020	\$26.77	\$6.67	\$3.93	\$0.00	\$0.16	\$37.53
DRAWBRIDGE - SEIU LOCAL 888							
DRAWBRIDGE - SEIU LOCAL 888							
ELECTRICIAN	9/7/2025	\$48.16	\$14.98	\$14.30	\$5.30	\$0.00	\$82.74
ELECTRICIANS LOCAL 96	9/6/2026	\$49.38	\$15.96	\$14.57	\$5.43	\$0.00	\$85.34
ELECTRICIANS LOCAL 96							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: ELEVATOR CONSTRUCTOR							
Effective Date: 1/1/2027							
		Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	70.00	\$50.56	\$16.48	\$11.16	\$11.00	\$0.00	\$89.20
5	80.00	\$57.78	\$16.48	\$11.16	\$11.00	\$0.00	\$96.42
Apprentice to Journeyworker Ratio: 1:1							
ELEVATOR CONSTRUCTOR HELPER	1/1/2026	\$48.46	\$16.38	\$11.06	\$10.70	\$0.00	\$86.60
ELEVATOR CONSTRUCTORS LOCAL 41	1/1/2027	\$50.56	\$16.48	\$11.16	\$11.00	\$0.00	\$89.20
ELEVATOR CONSTRUCTORS LOCAL 41							
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"							
FENCE & GUARD RAIL ERECTOR (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.21	\$0.00	\$70.33
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.21	\$0.00	\$73.21
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"							
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY	11/1/2025	\$53.56	\$16.05	\$13.25	\$3.25	\$0.00	\$86.11
OPERATING ENGINEERS LOCAL 4	5/1/2026	\$55.00	\$16.05	\$13.25	\$3.25	\$0.00	\$87.55
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$56.29	\$16.05	\$13.25	\$3.25	\$0.00	\$88.84
OPERATING ENGINEERS LOCAL 4	5/1/2027	\$57.72	\$16.05	\$13.25	\$3.25	\$0.00	\$90.27
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY	11/1/2025	\$55.17	\$16.05	\$13.25	\$3.25	\$0.00	\$87.72
OPERATING ENGINEERS LOCAL 4	5/1/2026	\$56.62	\$16.05	\$13.25	\$3.25	\$0.00	\$89.17
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$57.92	\$16.05	\$13.25	\$3.25	\$0.00	\$90.47
OPERATING ENGINEERS LOCAL 4	5/1/2027	\$59.37	\$16.05	\$13.25	\$3.25	\$0.00	\$91.92
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY	11/1/2025	\$26.03	\$16.05	\$13.25	\$3.25	\$0.00	\$58.58
OPERATING ENGINEERS LOCAL 4	5/1/2026	\$26.88	\$16.05	\$13.25	\$3.25	\$0.00	\$59.43
OPERATING ENGINEERS LOCAL 4	11/1/2026	\$27.64	\$16.05	\$13.25	\$3.25	\$0.00	\$60.19
OPERATING ENGINEERS LOCAL 4	5/1/2027	\$28.49	\$16.05	\$13.25	\$3.25	\$0.00	\$61.04
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
FIRE ALARM INSTALLER	9/7/2025	\$48.16	\$14.98	\$14.30	\$5.30	\$0.00	\$82.74
ELECTRICIANS LOCAL 96	9/6/2026	\$49.38	\$15.96	\$14.57	\$5.43	\$0.00	\$85.34
ELECTRICIANS LOCAL 96							
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIRE ALARM REPAIR / MAINT/COMMISSIONING	9/7/2025	\$48.16	\$14.98	\$14.30	\$5.30	\$0.00	\$82.74
ELECTRICIANS LOCAL 96	9/6/2026	\$49.38	\$15.96	\$14.57	\$5.43	\$0.00	\$85.34
ELECTRICIANS LOCAL 96							
For apprentice rates see "Apprentice- ELECTRICIAN"							
FIREMAN (ASST. ENGINEER)	12/1/2025	\$47.69	\$16.05	\$13.25	\$3.25	\$0.00	\$80.24
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$48.75	\$16.05	\$13.25	\$3.25	\$0.00	\$81.30
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$49.93	\$16.05	\$13.25	\$3.25	\$0.00	\$82.48
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
FLAGGER & SIGNALER (HEAVY & HIGHWAY)	12/1/2025	\$28.09	\$10.65	\$9.75	\$9.21	\$0.00	\$57.70
LABORERS	6/1/2026	\$29.21	\$10.65	\$9.75	\$9.21	\$0.00	\$58.82
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	\$29.21	\$10.65	\$9.75	\$9.21	\$0.00	\$58.82

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

FLOORCOVERER	3/1/2024	\$48.93	\$10.33	\$11.47	\$8.80	\$0.00	\$79.53
FLOORCOVERERS LOCAL 2168							
FLOORCOVERERS LOCAL 2168 ZONE II							

Apprentice: FLOORCOVERER							
Effective Date: 3/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.47	\$10.33	\$0.00	\$1.76	\$0.00	\$36.56
2	55.00	\$26.91	\$10.33	\$0.00	\$1.76	\$0.00	\$39.00
3	60.00	\$29.36	\$10.33	\$0.00	\$3.52	\$0.00	\$43.21
4	65.00	\$31.80	\$10.33	\$0.00	\$3.52	\$0.00	\$45.65
5	70.00	\$34.25	\$10.33	\$11.47	\$5.28	\$0.00	\$61.33
6	75.00	\$36.70	\$10.33	\$11.47	\$5.28	\$0.00	\$63.78
7	80.00	\$39.14	\$10.33	\$11.47	\$7.04	\$0.00	\$67.98
8	85.00	\$41.59	\$10.33	\$11.47	\$7.04	\$0.00	\$70.43

Apprentice Notes
Steps are 750 hrs.

Apprentice to Journeyworker Ratio: 1:1

FORK LIFT/CHERRY PICKER	12/1/2025	\$59.28	\$16.05	\$13.25	\$3.25	\$0.00	\$91.83
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.58	\$16.05	\$13.25	\$3.25	\$0.00	\$93.13
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$62.03	\$16.05	\$13.25	\$3.25	\$0.00	\$94.58

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS	12/1/2025	\$37.97	\$16.05	\$13.25	\$3.25	\$0.00	\$70.52
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$38.83	\$16.05	\$13.25	\$3.25	\$0.00	\$71.38
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$39.78	\$16.05	\$13.25	\$3.25	\$0.00	\$72.33

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	1/1/2026	\$49.06	\$10.35	\$12.00	\$12.60	\$0.00	\$84.01
GLAZIERS LOCAL 35							
GLAZIERS LOCAL 35 (ZONE 2)							

Apprentice: GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.53	\$10.35	\$0.00	\$0.00	\$0.00	\$34.88
2	55.00	\$26.98	\$10.35	\$0.00	\$6.88	\$0.00	\$44.21
3	60.00	\$29.44	\$10.35	\$0.00	\$7.50	\$0.00	\$47.29

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (ELECTRICAL CONTROLS) ELECTRICIANS LOCAL 96	9/7/2025	\$48.16	\$14.98	\$14.30	\$5.30	\$0.00	\$82.74
ELECTRICIANS LOCAL 96	9/6/2026	\$49.38	\$15.96	\$14.57	\$5.43	\$0.00	\$85.34

For apprentice rates see "Apprentice- ELECTRICIAN"

HVAC (TESTING AND BALANCING - AIR) SHEETMETAL WORKERS LOCAL 63	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
SHEETMETAL WORKERS LOCAL 63	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28

For apprentice rates see "Apprentice- SHEET METAL WORKER"

HVAC (TESTING AND BALANCING -WATER) PLUMBERS LOCAL 4	3/1/2026	\$57.80	\$11.30	\$9.71	\$8.06	\$0.00	\$86.87
PLUMBERS LOCAL 4							

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

HVAC MECHANIC PLUMBERS LOCAL 4	3/1/2026	\$57.80	\$11.30	\$9.71	\$8.06	\$0.00	\$86.87
PLUMBERS LOCAL 4							

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

HYDRAULIC DRILLS LABORERS	12/1/2025	\$41.22	\$10.65	\$9.75	\$9.11	\$0.00	\$70.73
LABORERS - ZONE 2	6/1/2026	\$42.66	\$10.65	\$9.75	\$9.11	\$0.00	\$72.17
	12/1/2026	\$44.10	\$10.65	\$9.75	\$9.11	\$0.00	\$73.61
	6/1/2027	\$45.55	\$10.65	\$9.75	\$9.11	\$0.00	\$75.06
	12/1/2027	\$47.00	\$10.65	\$9.75	\$9.11	\$0.00	\$76.51
	6/1/2028	\$48.50	\$10.65	\$9.75	\$9.11	\$0.00	\$78.01
	12/1/2028	\$50.00	\$10.65	\$9.75	\$9.11	\$0.00	\$79.51

For apprentice rates see "Apprentice- LABORER"

HYDRAULIC DRILLS (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$41.22	\$10.65	\$9.75	\$9.21	\$0.00	\$70.83
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$42.66	\$10.65	\$9.75	\$9.21	\$0.00	\$72.27
	12/1/2026	\$44.10	\$10.65	\$9.75	\$9.21	\$0.00	\$73.71

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

INSULATOR (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6	9/1/2025	\$54.31	\$14.75	\$9.52	\$10.09	\$0.00	\$88.67
HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)	9/1/2026	\$57.38	\$14.75	\$9.52	\$10.09	\$0.00	\$91.74

Apprentice: INSULATOR (PIPES & TANKS)							
Effective Date: 9/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$27.16	\$14.75	\$9.27	\$5.05	\$0.00	\$56.23
2	60.00	\$32.59	\$14.75	\$9.32	\$6.05	\$0.00	\$62.71

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: INSULATOR (PIPES & TANKS)							
Effective Date: 9/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
3	70.00	\$38.02	\$14.75	\$9.37	\$7.06	\$0.00	\$69.20
4	80.00	\$43.45	\$14.75	\$9.42	\$8.07	\$0.00	\$75.69

Apprentice: INSULATOR (PIPES & TANKS)							
Effective Date: 9/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$28.69	\$14.75	\$9.27	\$5.05	\$0.00	\$57.76
2	60.00	\$34.43	\$14.75	\$9.32	\$6.05	\$0.00	\$64.55
3	70.00	\$40.17	\$14.75	\$9.37	\$7.06	\$0.00	\$71.35
4	80.00	\$45.90	\$14.75	\$9.42	\$8.07	\$0.00	\$78.14

Apprentice to Journeyworker Ratio: 1:4

IRONWORKER/WELDER IRONWORKERS LOCAL 7 IRONWORKERS LOCAL 7 (WORCESTER AREA)	9/16/2025	\$57.57	\$9.05	\$12.75	\$14.50	\$0.00	\$93.87
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Apprentice: IRONWORKER/WELDER							
Effective Date: 9/16/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	60.00	\$34.54	\$9.05	\$12.75	\$4.50	\$0.00	\$60.84
2	75.00	\$43.18	\$9.05	\$12.75	\$4.50	\$0.00	\$69.48
3	85.00	\$48.93	\$9.05	\$12.75	\$4.50	\$0.00	\$75.23

Apprentice to Journeyworker Ratio: 1:4

JACKHAMMER & PAVING BREAKER OPERATOR	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.11	\$0.00	\$70.23
LABORERS	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS - ZONE 2	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.05	\$10.65	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.50	\$10.65	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.00	\$10.65	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.50	\$10.65	\$9.75	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

LABORER	12/1/2025	\$40.47	\$10.65	\$9.75	\$9.11	\$0.00	\$69.98
LABORERS	6/1/2026	\$41.91	\$10.65	\$9.75	\$9.11	\$0.00	\$71.42
LABORERS - ZONE 2	12/1/2026	\$43.35	\$10.65	\$9.75	\$9.11	\$0.00	\$72.86
	6/1/2027	\$44.80	\$10.65	\$9.75	\$9.11	\$0.00	\$74.31
	12/1/2027	\$46.25	\$10.65	\$9.75	\$9.11	\$0.00	\$75.76
	6/1/2028	\$47.75	\$10.65	\$9.75	\$9.11	\$0.00	\$77.26
	12/1/2028	\$49.25	\$10.65	\$9.75	\$9.11	\$0.00	\$78.76

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	6/1/2026	\$41.91	\$10.65	\$9.75	\$9.11	\$0.00	\$71.42
LABORERS - ZONE 2	12/1/2026	\$43.35	\$10.65	\$9.75	\$9.11	\$0.00	\$72.86
	6/1/2027	\$44.80	\$10.65	\$9.75	\$9.11	\$0.00	\$74.31
	12/1/2027	\$46.25	\$10.65	\$9.75	\$9.11	\$0.00	\$75.76
	6/1/2028	\$47.75	\$10.65	\$9.75	\$9.11	\$0.00	\$77.26
	12/1/2028	\$49.25	\$10.65	\$9.75	\$9.11	\$0.00	\$78.76

For apprentice rates see "Apprentice- LABORER"

LABORER: CEMENT FINISHER TENDER	12/1/2025	\$40.47	\$10.65	\$9.75	\$9.11	\$0.00	\$69.98
LABORERS	6/1/2026	\$41.91	\$10.65	\$9.75	\$9.11	\$0.00	\$71.42
LABORERS - ZONE 2	12/1/2026	\$43.35	\$10.65	\$9.75	\$9.11	\$0.00	\$72.86
	6/1/2027	\$44.80	\$10.65	\$9.75	\$9.11	\$0.00	\$74.31
	12/1/2027	\$46.25	\$10.65	\$9.75	\$9.11	\$0.00	\$75.76
	6/1/2028	\$47.75	\$10.65	\$9.75	\$9.11	\$0.00	\$77.26
	12/1/2028	\$49.25	\$10.65	\$9.75	\$9.11	\$0.00	\$78.76

For apprentice rates see "Apprentice- LABORER"

LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER	12/1/2025	\$40.56	\$10.65	\$9.75	\$9.65	\$0.00	\$70.61
LABORERS	6/1/2026	\$42.00	\$10.65	\$9.75	\$9.65	\$0.00	\$72.05
LABORERS - ZONE 2	12/7/2026	\$43.44	\$10.65	\$9.75	\$9.65	\$0.00	\$73.49
	6/7/2027	\$44.89	\$10.65	\$9.75	\$9.65	\$0.00	\$74.94
	12/6/2027	\$46.34	\$10.65	\$9.75	\$9.65	\$0.00	\$76.39
	6/5/2028	\$47.84	\$10.65	\$9.75	\$9.65	\$0.00	\$77.89
	12/4/2028	\$49.34	\$10.65	\$9.75	\$9.65	\$0.00	\$79.39

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.11	\$0.00	\$70.23
LABORERS	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.11	\$0.00	\$71.67
LABORERS - ZONE 2	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.05	\$10.65	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.50	\$10.65	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.00	\$10.65	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.50	\$10.65	\$9.75	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

LABORER: MASON TENDER (HEAVY & HIGHWAY)	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.21	\$0.00	\$70.33
LABORERS	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.21	\$0.00	\$71.77
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.21	\$0.00	\$73.21

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

LABORER: MULTI-TRADE TENDER	12/1/2025	\$40.47	\$10.65	\$9.75	\$9.11	\$0.00	\$69.98
LABORERS	6/1/2026	\$41.91	\$10.65	\$9.75	\$9.11	\$0.00	\$71.42
LABORERS - ZONE 2	12/1/2026	\$43.35	\$10.65	\$9.75	\$9.11	\$0.00	\$72.86
	6/1/2027	\$44.80	\$10.65	\$9.75	\$9.11	\$0.00	\$74.31
	12/1/2027	\$46.25	\$10.65	\$9.75	\$9.11	\$0.00	\$75.76
	6/1/2028	\$47.75	\$10.65	\$9.75	\$9.11	\$0.00	\$77.26
	12/1/2028	\$49.25	\$10.65	\$9.75	\$9.11	\$0.00	\$78.76

For apprentice rates see "Apprentice- LABORER"

LABORER: TREE REMOVER	12/1/2025	\$40.47	\$10.65	\$9.75	\$9.11	\$0.00	\$69.98
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
LABORERS	6/1/2026	\$41.91	\$10.65	\$9.75	\$9.11	\$0.00	\$71.42
LABORERS - ZONE 2	12/1/2026	\$43.35	\$10.65	\$9.75	\$9.11	\$0.00	\$72.86
	6/1/2027	\$44.80	\$10.65	\$9.75	\$9.11	\$0.00	\$74.31
	12/1/2027	\$46.25	\$10.65	\$9.75	\$9.11	\$0.00	\$75.76
	6/1/2028	\$47.75	\$10.65	\$9.75	\$9.11	\$0.00	\$77.26
	12/1/2028	\$49.25	\$10.65	\$9.75	\$9.11	\$0.00	\$78.76

This classification applies to the removal of standing trees, and the trimming and removal of branches and limbs when related to public works construction or site clearance incidental to construction . For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR LABORERS	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.11	\$0.00	\$70.23
LABORERS - ZONE 2	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.11	\$0.00	\$71.67
	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.05	\$10.65	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.50	\$10.65	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.00	\$10.65	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.50	\$10.65	\$9.75	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

LASER BEAM OPERATOR (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.21	\$0.00	\$70.33
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.21	\$0.00	\$71.77
	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.21	\$0.00	\$73.21

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

MARBLE & TILE FINISHERS BRICKLAYERS LOCAL 3	2/1/2026	\$52.08	\$12.84	\$15.57	\$5.78	\$0.00	\$86.27
BRICKLAYERS LOCAL 3 - MARBLE & TILE	8/1/2026	\$53.84	\$12.84	\$15.57	\$5.78	\$0.00	\$88.03
	2/1/2027	\$54.96	\$12.84	\$15.57	\$5.78	\$0.00	\$89.15

Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.04	\$12.84	\$15.57	\$5.78	\$0.00	\$60.23
2	60.00	\$31.25	\$12.84	\$15.57	\$5.78	\$0.00	\$65.44
3	70.00	\$36.46	\$12.84	\$15.57	\$5.78	\$0.00	\$70.65
4	80.00	\$41.66	\$12.84	\$15.57	\$5.78	\$0.00	\$75.85
5	90.00	\$46.87	\$12.84	\$15.57	\$5.78	\$0.00	\$81.06

Apprentice: MARBLE & TILE FINISHERS							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.92	\$12.84	\$15.57	\$5.78	\$0.00	\$61.11
2	60.00	\$32.30	\$12.84	\$15.57	\$5.78	\$0.00	\$66.49
3	70.00	\$37.69	\$12.84	\$15.57	\$5.78	\$0.00	\$71.88
4	80.00	\$43.07	\$12.84	\$15.57	\$5.78	\$0.00	\$77.26
5	90.00	\$48.46	\$12.84	\$15.57	\$5.78	\$0.00	\$82.65

Apprentice to Journeyworker Ratio: 1:5

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
MARBLE MASONS, TILELAYERS & TERRAZZO MECH	2/1/2026	\$67.97	\$12.84	\$15.57	\$7.99	\$0.00	\$104.37
BRICKLAYERS LOCAL 3	8/1/2026	\$70.17	\$12.84	\$15.57	\$7.99	\$0.00	\$106.57
BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2027	\$71.57	\$12.84	\$15.57	\$7.99	\$0.00	\$107.97

Apprentice: MARBLE MASONS, TILELAYERS & TERRAZZO MECH							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.99	\$12.84	\$15.57	\$7.99	\$0.00	\$70.39
2	60.00	\$40.78	\$12.84	\$15.57	\$7.99	\$0.00	\$77.18
3	70.00	\$47.58	\$12.84	\$15.57	\$7.99	\$0.00	\$83.98
4	80.00	\$54.38	\$12.84	\$15.57	\$7.99	\$0.00	\$90.78
5	90.00	\$61.17	\$12.84	\$15.57	\$7.99	\$0.00	\$97.57

Apprentice: MARBLE MASONS, TILELAYERS & TERRAZZO MECH							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$35.09	\$12.84	\$15.57	\$7.99	\$0.00	\$71.49
2	60.00	\$42.10	\$12.84	\$15.57	\$7.99	\$0.00	\$78.50
3	70.00	\$49.12	\$12.84	\$15.57	\$7.99	\$0.00	\$85.52
4	80.00	\$56.14	\$12.84	\$15.57	\$7.99	\$0.00	\$92.54
5	90.00	\$63.15	\$12.84	\$15.57	\$7.99	\$0.00	\$99.55

Apprentice to Journeyworker Ratio: 1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3)	1/5/2026	\$45.70	\$10.08	\$11.47	\$9.75	\$0.00	\$77.00
MILLWRIGHTS LOCAL 1121							
MILLWRIGHTS LOCAL 1121 - Zone 3							

Apprentice: MILLWRIGHT (Zone 3)							
Effective Date: 1/5/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	55.00	\$25.14	\$10.08	\$0.00	\$5.36	\$0.00	\$40.58
2	65.00	\$29.71	\$10.08	\$0.00	\$6.34	\$0.00	\$46.13
3	75.00	\$34.28	\$10.08	\$11.47	\$7.31	\$0.00	\$63.14

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice: MILLWRIGHT (Zone 3)							
Effective Date: 1/5/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
4	85.00	\$38.85	\$10.08	\$11.47	\$8.29	\$0.00	\$68.69

Apprentice Notes
 Step 1&2 Appr. indentured after 1/6/2020 receive no pension,

Apprentice to Journeyworker Ratio: 1:4

MORTAR MIXER LABORERS	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.11	\$0.00	\$70.23
LABORERS - ZONE 2	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.11	\$0.00	\$71.67
	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.05	\$10.65	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.50	\$10.65	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.00	\$10.65	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.50	\$10.65	\$9.75	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

OILER (OTHER THAN TRUCK CRANES,GRADALLS)	12/1/2025	\$25.68	\$16.05	\$13.25	\$3.25	\$0.00	\$58.23
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$26.27	\$16.05	\$13.25	\$3.25	\$0.00	\$58.82
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$26.94	\$16.05	\$13.25	\$3.25	\$0.00	\$59.49

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS)	12/1/2025	\$31.65	\$16.05	\$13.25	\$3.25	\$0.00	\$64.20
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$32.37	\$16.05	\$13.25	\$3.25	\$0.00	\$64.92
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$33.17	\$16.05	\$13.25	\$3.25	\$0.00	\$65.72

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PAINTER (BRIDGES/TANKS)	1/1/2026	\$59.56	\$10.35	\$12.00	\$12.50	\$0.00	\$94.41
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 2							

Apprentice: PAINTER (BRIDGES/TANKS)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$29.78	\$10.35	\$0.00	\$0.00	\$0.00	\$40.13
2	55.00	\$32.76	\$10.35	\$0.00	\$6.93	\$0.00	\$50.04
3	60.00	\$35.74	\$10.35	\$0.00	\$7.56	\$0.00	\$53.65
4	65.00	\$38.71	\$10.35	\$0.00	\$8.19	\$0.00	\$57.25

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
Apprentice to Journeyworker Ratio: 1:1							
PAINTER / TAPER (BRUSH, NEW) *	1/1/2026	\$49.06	\$10.35	\$12.00	\$12.60	\$0.00	\$84.01
* If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used.							
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 2							

Apprentice: PAINTER / TAPER (BRUSH, NEW) *							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$24.53	\$10.35	\$0.00	\$0.00	\$0.00	\$34.88
2	55.00	\$26.98	\$10.35	\$0.00	\$6.93	\$0.00	\$44.26
3	60.00	\$29.44	\$10.35	\$0.00	\$7.56	\$0.00	\$47.35
4	65.00	\$31.89	\$10.35	\$0.00	\$8.19	\$0.00	\$50.43
5	70.00	\$34.34	\$10.35	\$12.00	\$8.82	\$0.00	\$65.51
6	75.00	\$36.80	\$10.35	\$12.00	\$9.45	\$0.00	\$68.60
7	80.00	\$39.25	\$10.35	\$12.00	\$10.08	\$0.00	\$71.68
8	90.00	\$44.15	\$10.35	\$12.00	\$11.34	\$0.00	\$77.84

Apprentice to Journeyworker Ratio: 1:1

PAINTER / TAPER (BRUSH, REPAINT)	1/1/2026	\$47.12	\$10.35	\$12.00	\$12.60	\$0.00	\$82.07
PAINTERS LOCAL 35							
PAINTERS LOCAL 35 - ZONE 2							

Apprentice: PAINTER / TAPER (BRUSH, REPAINT)							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$23.56	\$10.35	\$0.00	\$0.00	\$0.00	\$33.91
2	55.00	\$25.92	\$10.35	\$0.00	\$6.93	\$0.00	\$43.20
3	60.00	\$28.27	\$10.35	\$0.00	\$7.56	\$0.00	\$46.18
4	65.00	\$30.63	\$10.35	\$0.00	\$8.19	\$0.00	\$49.17
5	70.00	\$32.98	\$10.35	\$12.00	\$8.82	\$0.00	\$64.15
6	75.00	\$35.34	\$10.35	\$12.00	\$9.45	\$0.00	\$67.14
7	80.00	\$37.70	\$10.35	\$12.00	\$10.08	\$0.00	\$70.13
8	90.00	\$42.41	\$10.35	\$12.00	\$11.34	\$0.00	\$76.10

Apprentice to Journeyworker Ratio: 1:1

PAINTER TRAFFIC MARKINGS (HEAVY/HIGHWAY)	12/1/2025	\$40.47	\$10.65	\$9.75	\$9.21	\$0.00	\$70.08
LABORERS	6/1/2026	\$41.91	\$10.65	\$9.75	\$9.21	\$0.00	\$71.52
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2026	\$43.35	\$10.65	\$9.75	\$9.21	\$0.00	\$72.96

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)

PANEL & PICKUP TRUCKS DRIVER	1/1/2026	\$40.78	\$16.17	\$21.78	\$0.00	\$0.00	\$78.73
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$41.78	\$16.17	\$21.78	\$0.00	\$0.00	\$79.73
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$41.78	\$16.17	\$23.52	\$0.00	\$0.00	\$81.47

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1/1/2027	\$41.78	\$16.77	\$23.52	\$0.00	\$0.00	\$82.07

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	\$51.97	\$10.08	\$11.62	\$12.67	\$0.00	\$86.34
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For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER PILE DRIVER LOCAL 56 PILE DRIVER LOCAL 56 (ZONE 2)	8/1/2024	\$51.97	\$10.08	\$11.62	\$12.67	\$0.00	\$86.34
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Apprentice: PILE DRIVER							
Effective Date: 8/1/2024							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$23.39	\$10.08	\$0.00	\$2.53	\$0.00	\$36.00
2	55.00	\$28.58	\$10.08	\$0.00	\$5.07	\$0.00	\$43.73
3	70.00	\$36.38	\$10.08	\$11.62	\$7.60	\$0.00	\$65.68
4	80.00	\$41.58	\$10.08	\$11.62	\$10.14	\$0.00	\$73.42

Apprentice to Journeyworker Ratio: 1:5

PIPELAYER LABORERS LABORERS - ZONE 2	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.11	\$0.00	\$70.23
	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.11	\$0.00	\$71.67
	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.05	\$10.65	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.50	\$10.65	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.00	\$10.65	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.50	\$10.65	\$9.75	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

PIPELAYER (HEAVY & HIGHWAY) LABORERS LABORERS - ZONE 2 (HEAVY & HIGHWAY)	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.21	\$0.00	\$70.33
	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.21	\$0.00	\$71.77
	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.21	\$0.00	\$73.21

For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"

PLUMBER & PIPEFITTER PLUMBERS LOCAL 4 PLUMBERS LOCAL 4	3/1/2026	\$57.80	\$11.30	\$9.71	\$8.06	\$0.00	\$86.87
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Apprentice: PLUMBER & PIPEFITTER							
Effective Date: 3/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	40.00	\$23.12	\$11.30	\$0.00	\$0.00	\$0.00	\$34.42
2	50.00	\$28.90	\$11.30	\$0.00	\$0.00	\$0.00	\$40.20
3	60.00	\$34.68	\$11.30	\$0.00	\$0.00	\$0.00	\$45.98
4	70.00	\$40.46	\$11.30	\$0.00	\$8.06	\$0.00	\$59.82

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																
<p>Apprentice: PLUMBER & PIPEFITTER</p> <p>Effective Date: 3/1/2026</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>Step</th> <th>Percent</th> <th>Apprentice Base Wage</th> <th>Health</th> <th>Pension</th> <th>Annuity</th> <th>Supplemental Unemployment</th> <th>Total Rate</th> </tr> </thead> <tbody> <tr> <td>5</td> <td>80.00</td> <td>\$46.24</td> <td>\$11.30</td> <td>\$0.00</td> <td>\$8.06</td> <td>\$0.00</td> <td>\$65.60</td> </tr> </tbody> </table>								Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate	5	80.00	\$46.24	\$11.30	\$0.00	\$8.06	\$0.00	\$65.60
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate																
5	80.00	\$46.24	\$11.30	\$0.00	\$8.06	\$0.00	\$65.60																
Apprentice to Journeyworker Ratio: 1:3																							
PNEUMATIC CONTROLS (TEMP.) PLUMBERS LOCAL 4 PLUMBERS LOCAL 4	3/1/2026	\$57.80	\$11.30	\$9.71	\$8.06	\$0.00	\$86.87																
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"																							
PNEUMATIC DRILL/TOOL OPERATOR LABORERS	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.11	\$0.00	\$70.23																
LABORERS - ZONE 2	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.11	\$0.00	\$71.67																
	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.11	\$0.00	\$73.11																
	6/1/2027	\$45.05	\$10.65	\$9.75	\$9.11	\$0.00	\$74.56																
	12/1/2027	\$46.50	\$10.65	\$9.75	\$9.11	\$0.00	\$76.01																
	6/1/2028	\$48.00	\$10.65	\$9.75	\$9.11	\$0.00	\$77.51																
	12/1/2028	\$49.50	\$10.65	\$9.75	\$9.11	\$0.00	\$79.01																
For apprentice rates see "Apprentice- LABORER"																							
PNEUMATIC DRILL/TOOL OPERATOR (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.21	\$0.00	\$70.33																
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.21	\$0.00	\$71.77																
	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.21	\$0.00	\$73.21																
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"																							
POWDERMAN & BLASTER LABORERS	12/1/2025	\$41.47	\$10.65	\$9.75	\$9.11	\$0.00	\$70.98																
LABORERS - ZONE 2	6/1/2026	\$42.91	\$10.65	\$9.75	\$9.11	\$0.00	\$72.42																
	12/1/2026	\$44.35	\$10.65	\$9.75	\$9.11	\$0.00	\$73.86																
	6/1/2027	\$45.80	\$10.65	\$9.75	\$9.11	\$0.00	\$75.31																
	12/1/2027	\$47.25	\$10.65	\$9.75	\$9.11	\$0.00	\$76.76																
	6/1/2028	\$48.75	\$10.65	\$9.75	\$9.11	\$0.00	\$78.26																
	12/1/2028	\$50.25	\$10.65	\$9.75	\$9.11	\$0.00	\$79.76																
For apprentice rates see "Apprentice- LABORER"																							
POWDERMAN & BLASTER (HEAVY & HIGHWAY) LABORERS	12/1/2025	\$41.47	\$10.65	\$9.75	\$9.21	\$0.00	\$71.08																
LABORERS - ZONE 2 (HEAVY & HIGHWAY)	6/1/2026	\$42.91	\$10.65	\$9.75	\$9.21	\$0.00	\$72.52																
	12/1/2026	\$44.35	\$10.65	\$9.75	\$9.21	\$0.00	\$73.96																
For apprentice rates see "Apprentice- LABORER (Heavy and Highway)"																							
POWER SHOVEL/DERRICK/TRENCHING MACHINE OPERATING ENGINEERS LOCAL 4	12/1/2025	\$59.28	\$16.05	\$13.25	\$3.25	\$0.00	\$91.83																
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$60.58	\$16.05	\$13.25	\$3.25	\$0.00	\$93.13																
	12/1/2026	\$62.03	\$16.05	\$13.25	\$3.25	\$0.00	\$94.58																
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																							
PUMP OPERATOR (CONCRETE) OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17																
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45																
	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89																
For apprentice rates see "Apprentice- OPERATING ENGINEERS"																							

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
PUMP OPERATOR (DEWATERING, OTHER)	12/1/2025	\$37.97	\$16.05	\$13.25	\$3.25	\$0.00	\$70.52
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$38.83	\$16.05	\$13.25	\$3.25	\$0.00	\$71.38
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$39.78	\$16.05	\$13.25	\$3.25	\$0.00	\$72.33

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

READY-MIX CONCRETE DRIVER TEAMSTERS 170 TEAMSTERS 170 - Dauphinais (Bellingham)	1/1/2025	\$27.60	\$11.26	\$6.15	\$0.00	\$0.00	\$45.01
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RECLAIMERS	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS LABORERS - ZONE 2	12/1/2025	\$40.72	\$10.65	\$9.75	\$9.11	\$0.00	\$70.23
	6/1/2026	\$42.16	\$10.65	\$9.75	\$9.11	\$0.00	\$71.67
	12/1/2026	\$43.60	\$10.65	\$9.75	\$9.11	\$0.00	\$73.11
	6/1/2027	\$45.05	\$10.65	\$9.75	\$9.11	\$0.00	\$74.56
	12/1/2027	\$46.50	\$10.65	\$9.75	\$9.11	\$0.00	\$76.01
	6/1/2028	\$48.00	\$10.65	\$9.75	\$9.11	\$0.00	\$77.51
	12/1/2028	\$49.50	\$10.65	\$9.75	\$9.11	\$0.00	\$79.01

For apprentice rates see "Apprentice- LABORER"

ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4 OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg) ROOFERS LOCAL 33 ROOFERS LOCAL 33	2/1/2026	\$53.53	\$14.53	\$12.67	\$9.03	\$0.00	\$89.76
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Apprentice: ROOFER (Inc.Roofer Waterproofng &Roofer Damproofg)							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$26.77	\$14.53	\$6.52	\$9.03	\$0.00	\$56.85
2	60.00	\$32.12	\$14.53	\$12.67	\$9.03	\$0.00	\$68.35
3	65.00	\$34.79	\$14.53	\$12.67	\$9.03	\$0.00	\$71.02
4	75.00	\$40.15	\$14.53	\$12.67	\$9.03	\$0.00	\$76.38
5	85.00	\$45.50	\$14.53	\$12.67	\$9.03	\$0.00	\$81.73

Apprentice Notes

** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1

Apprentice to Journeyworker Ratio: 1:5

ROOFER SLATE / TILE / PRECAST CONCRETE ROOFERS LOCAL 33 ROOFERS LOCAL 33	2/1/2026	\$53.78	\$14.53	\$12.67	\$9.03	\$0.00	\$90.01
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Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
SHEETMETAL WORKER	7/1/2025	\$43.48	\$12.94	\$11.01	\$8.72	\$2.13	\$78.28
SHEETMETAL WORKERS LOCAL 63	7/1/2026	\$43.48	\$13.24	\$11.01	\$9.92	\$2.13	\$79.78
SHEETMETAL WORKERS LOCAL 63	1/1/2027	\$43.48	\$13.54	\$11.01	\$11.12	\$2.13	\$81.28
	7/1/2027	\$44.98	\$13.54	\$11.01	\$11.12	\$2.13	\$82.78
	1/1/2028	\$46.48	\$13.54	\$11.01	\$11.12	\$2.13	\$84.28

Apprentice: SHEETMETAL WORKER							
Effective Date: 7/1/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.57	\$5.82	\$4.95	\$0.00	\$0.85	\$31.19
2	50.00	\$21.74	\$6.47	\$5.51	\$0.00	\$0.94	\$34.66
3	55.00	\$23.91	\$7.12	\$9.91	\$0.00	\$1.15	\$42.09
4	60.00	\$26.09	\$7.76	\$9.91	\$0.00	\$1.23	\$44.99
5	65.00	\$28.26	\$8.41	\$9.91	\$0.00	\$1.31	\$47.89
6	70.00	\$30.44	\$9.06	\$9.91	\$0.00	\$1.39	\$50.80
7	75.00	\$32.61	\$9.71	\$9.91	\$0.00	\$1.47	\$53.70
8	80.00	\$34.78	\$10.35	\$9.91	\$8.72	\$1.78	\$65.54
9	85.00	\$36.96	\$11.00	\$9.91	\$8.72	\$1.86	\$68.45
10	90.00	\$39.13	\$11.65	\$9.91	\$8.72	\$1.94	\$71.35

Apprentice: SHEETMETAL WORKER							
Effective Date: 7/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	45.00	\$19.57	\$5.96	\$4.95	\$0.00	\$0.85	\$31.33
2	50.00	\$21.74	\$6.62	\$5.51	\$0.00	\$0.94	\$34.81
3	55.00	\$23.91	\$7.28	\$9.91	\$0.00	\$1.15	\$42.25
4	60.00	\$26.09	\$7.94	\$9.91	\$0.00	\$1.23	\$45.17
5	65.00	\$28.26	\$8.60	\$9.91	\$0.00	\$1.31	\$48.08
6	70.00	\$30.44	\$9.27	\$9.91	\$0.00	\$1.39	\$51.01
7	75.00	\$32.61	\$9.93	\$9.91	\$0.00	\$1.47	\$53.92
8	80.00	\$34.78	\$10.59	\$9.91	\$9.92	\$1.78	\$66.98
9	85.00	\$36.96	\$11.25	\$9.91	\$9.92	\$1.86	\$69.90
10	90.00	\$39.13	\$11.92	\$9.91	\$9.92	\$1.94	\$72.82

Apprentice to Journeyworker Ratio: 1:3

SPECIALIZED EARTH MOVING EQUIP < 35 TONS	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
SPECIALIZED EARTH MOVING EQUIP > 35 TONS	1/1/2026	\$41.53	\$16.17	\$21.78	\$0.00	\$0.00	\$79.48
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.53	\$16.17	\$21.78	\$0.00	\$0.00	\$80.48
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$42.53	\$16.17	\$23.52	\$0.00	\$0.00	\$82.22

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
	1/1/2027	\$42.53	\$16.77	\$23.52	\$0.00	\$0.00	\$82.82
SPRINKLER FITTER	1/1/2026	\$53.25	\$13.60	\$7.45	\$9.41	\$0.00	\$83.71
SPRINKLER FITTERS LOCAL 669	4/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
SPRINKLER FITTERS LOCAL 669	7/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
	10/1/2026	\$56.54	\$13.60	\$7.45	\$9.41	\$0.00	\$87.00
	1/1/2027	\$56.54	\$14.55	\$7.50	\$9.41	\$0.00	\$88.00
	4/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	7/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	10/1/2027	\$59.83	\$14.55	\$7.50	\$9.41	\$0.00	\$91.29
	1/1/2028	\$59.83	\$15.50	\$7.55	\$9.41	\$0.00	\$92.29

Apprentice: SPRINKLER FITTER							
Effective Date: 1/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	\$26.94	\$9.64	\$0.00	\$0.00	\$0.00	\$36.58
2	48.00	\$30.08	\$9.64	\$0.00	\$0.00	\$0.00	\$39.72
3	52.00	\$32.58	\$13.60	\$7.45	\$1.15	\$0.00	\$54.78
4	56.00	\$35.09	\$13.60	\$7.45	\$1.15	\$0.00	\$57.29
5	59.00	\$36.97	\$13.60	\$7.45	\$1.40	\$0.00	\$59.42
6	64.00	\$40.10	\$13.60	\$7.45	\$1.40	\$0.00	\$62.55
7	68.00	\$42.61	\$13.60	\$7.45	\$1.40	\$0.00	\$65.06
8	72.00	\$45.12	\$13.60	\$7.45	\$1.40	\$0.00	\$67.57
9	76.00	\$47.62	\$13.60	\$7.45	\$1.40	\$0.00	\$70.07
10	80.00	\$50.13	\$13.60	\$7.45	\$1.40	\$0.00	\$72.58

Apprentice: SPRINKLER FITTER							
Effective Date: 4/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	43.00	\$28.36	\$9.64	\$0.00	\$0.00	\$0.00	\$38.00
2	48.00	\$31.66	\$9.64	\$0.00	\$0.00	\$0.00	\$41.30
3	52.00	\$34.29	\$13.60	\$7.45	\$1.15	\$0.00	\$56.49
4	56.00	\$36.93	\$13.60	\$7.45	\$1.15	\$0.00	\$59.13
5	59.00	\$38.91	\$13.60	\$7.45	\$1.40	\$0.00	\$61.36
6	64.00	\$42.21	\$13.60	\$7.45	\$1.40	\$0.00	\$64.66
7	68.00	\$44.85	\$13.60	\$7.45	\$1.40	\$0.00	\$67.30
8	72.00	\$47.48	\$13.60	\$7.45	\$1.40	\$0.00	\$69.93
9	76.00	\$50.12	\$13.60	\$7.45	\$1.40	\$0.00	\$72.57
10	80.00	\$52.76	\$13.60	\$7.45	\$1.40	\$0.00	\$75.21

Apprentice to Journeyworker Ratio: 1:1

STEAM BOILER OPERATOR	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

TERRAZZO FINISHERS	2/1/2026	\$66.89	\$12.84	\$15.57	\$8.02	\$0.00	\$103.32
BRICKLAYERS LOCAL 3	8/1/2026	\$69.09	\$12.84	\$15.57	\$8.02	\$0.00	\$105.52
BRICKLAYERS LOCAL 3 - MARBLE & TILE	2/1/2027	\$70.49	\$12.84	\$15.57	\$8.02	\$0.00	\$106.92

Apprentice: TERRAZZO FINISHERS							
Effective Date: 2/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$33.45	\$12.84	\$15.57	\$8.02	\$0.00	\$69.88
2	60.00	\$40.13	\$12.84	\$15.57	\$8.02	\$0.00	\$76.56
3	70.00	\$46.82	\$12.84	\$15.57	\$8.02	\$0.00	\$83.25
4	80.00	\$53.51	\$12.84	\$15.57	\$8.02	\$0.00	\$89.94
5	90.00	\$60.20	\$12.84	\$15.57	\$8.02	\$0.00	\$96.63

Apprentice: TERRAZZO FINISHERS							
Effective Date: 8/1/2026							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$34.55	\$12.84	\$15.57	\$8.02	\$0.00	\$70.98
2	60.00	\$41.45	\$12.84	\$15.57	\$8.02	\$0.00	\$77.88
3	70.00	\$48.36	\$12.84	\$15.57	\$8.02	\$0.00	\$84.79
4	80.00	\$55.27	\$12.84	\$15.57	\$8.02	\$0.00	\$91.70
5	90.00	\$62.18	\$12.84	\$15.57	\$8.02	\$0.00	\$98.61

Apprentice to Journeyworker Ratio: 1:5

TEST BORING DRILLER LABORERS	12/1/2025	\$51.95	\$10.65	\$9.75	\$9.80	\$0.00	\$82.15
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$53.50	\$10.65	\$9.75	\$9.80	\$0.00	\$83.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$55.00	\$10.65	\$9.75	\$9.80	\$0.00	\$85.20

For apprentice rates see "Apprentice- LABORER"

TEST BORING DRILLER HELPER LABORERS	12/1/2025	\$48.07	\$10.65	\$9.75	\$9.80	\$0.00	\$78.27
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$49.62	\$10.65	\$9.75	\$9.80	\$0.00	\$79.82
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.12	\$10.65	\$9.75	\$9.80	\$0.00	\$81.32

For apprentice rates see "Apprentice- LABORER"

TEST BORING LABORER LABORERS	12/1/2025	\$47.95	\$10.65	\$9.75	\$9.80	\$0.00	\$78.15
LABORERS - FOUNDATION AND MARINE	6/1/2026	\$49.50	\$10.65	\$9.75	\$9.80	\$0.00	\$79.70
LABORERS - FOUNDATION AND MARINE	12/1/2026	\$51.00	\$10.65	\$9.75	\$9.80	\$0.00	\$81.20

For apprentice rates see "Apprentice- LABORER"

TRACTORS/PORTABLE STEAM GENERATORS OPERATING ENGINEERS LOCAL 4	12/1/2025	\$58.62	\$16.05	\$13.25	\$3.25	\$0.00	\$91.17
OPERATING ENGINEERS LOCAL 4	6/1/2026	\$59.90	\$16.05	\$13.25	\$3.25	\$0.00	\$92.45

Construction

Classification	Effective Date	Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
OPERATING ENGINEERS LOCAL 4	12/1/2026	\$61.34	\$16.05	\$13.25	\$3.25	\$0.00	\$93.89
For apprentice rates see "Apprentice- OPERATING ENGINEERS"							
TRAILERS FOR EARTH MOVING EQUIPMENT	1/1/2026	\$41.82	\$16.17	\$21.78	\$0.00	\$0.00	\$79.77
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.82	\$16.17	\$21.78	\$0.00	\$0.00	\$80.77
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$42.82	\$16.17	\$23.52	\$0.00	\$0.00	\$82.51
	1/1/2027	\$42.82	\$16.77	\$23.52	\$0.00	\$0.00	\$83.11
TUNNEL WORK - COMPRESSED AIR	12/1/2025	\$60.18	\$10.65	\$9.75	\$10.25	\$0.00	\$90.83
LABORERS	6/1/2026	\$61.73	\$10.65	\$9.75	\$10.25	\$0.00	\$92.38
LABORERS (COMPRESSED AIR)	12/1/2026	\$63.23	\$10.65	\$9.75	\$10.25	\$0.00	\$93.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE)	12/1/2025	\$62.18	\$10.65	\$9.75	\$10.25	\$0.00	\$92.83
LABORERS	6/1/2026	\$63.73	\$10.65	\$9.75	\$10.25	\$0.00	\$94.38
LABORERS (COMPRESSED AIR)	12/1/2026	\$65.23	\$10.65	\$9.75	\$10.25	\$0.00	\$95.88
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR	12/1/2025	\$52.25	\$10.65	\$9.75	\$10.25	\$0.00	\$82.90
LABORERS	6/1/2026	\$53.80	\$10.65	\$9.75	\$10.25	\$0.00	\$84.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	\$55.30	\$10.65	\$9.75	\$10.25	\$0.00	\$85.95
For apprentice rates see "Apprentice- LABORER"							
TUNNEL WORK - FREE AIR (HAZ. WASTE)	12/1/2025	\$54.25	\$10.65	\$9.75	\$10.25	\$0.00	\$84.90
LABORERS	6/1/2026	\$55.80	\$10.65	\$9.75	\$10.25	\$0.00	\$86.45
LABORERS (FREE AIR TUNNEL)	12/1/2026	\$57.30	\$10.65	\$9.75	\$10.25	\$0.00	\$87.95
For apprentice rates see "Apprentice- LABORER"							
VAC-HAUL	1/1/2026	\$41.24	\$16.17	\$21.78	\$0.00	\$0.00	\$79.19
TEAMSTERS JOINT COUNCIL NO. 10	6/1/2026	\$42.24	\$16.17	\$21.78	\$0.00	\$0.00	\$80.19
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/1/2026	\$42.24	\$16.17	\$23.52	\$0.00	\$0.00	\$81.93
	1/1/2027	\$42.24	\$16.77	\$23.52	\$0.00	\$0.00	\$82.53
VOICE-DATA-VIDEO TECHNICIAN	9/7/2025	\$36.12	\$14.98	\$13.94	\$3.97	\$0.00	\$69.01
ELECTRICIANS LOCAL 96	9/6/2026	\$37.04	\$15.96	\$14.20	\$4.07	\$0.00	\$71.27
ELECTRICIANS LOCAL 96							

Apprentice: VOICE-DATA-VIDEO TECHNICIAN							
Effective Date: 9/7/2025							
Step	Percent	Apprentice Base Wage	Health	Pension	Annuity	Supplemental Unemployment	Total Rate
1	50.00	\$18.06	\$14.98	\$0.54	\$3.97	\$0.00	\$37.55
2	55.00	\$19.87	\$14.98	\$0.60	\$3.97	\$0.00	\$39.42
3	60.00	\$21.67	\$14.98	\$13.51	\$3.97	\$0.00	\$54.13
4	65.00	\$23.48	\$14.98	\$13.56	\$3.97	\$0.00	\$55.99
5	70.00	\$25.28	\$14.98	\$13.62	\$3.97	\$0.00	\$57.85
6	75.00	\$27.09	\$14.98	\$13.67	\$3.97	\$0.00	\$59.71
7	80.00	\$28.90	\$14.98	\$13.73	\$3.97	\$0.00	\$61.58
8	85.00	\$30.70	\$14.98	\$13.78	\$3.97	\$0.00	\$63.43

Additional Apprentice Information

All apprentices must be registered with the Division of Apprenticeship Training(DAS) in accordance with M.G.L.c. 23, §§ 11E-11L. Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the hourly prevailing wage rate established by the Commissioner under the provisions of M.G.L.c. 149, §§ 26-27D.

Apprentice ratios are established by DAS pursuant to M.G.L.c. 23, §§ 11E-11L. Ratios are expressed as the allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified. The ratios listed herein have been taken from relevant private collective bargaining agreements(CBAs) and are provided for illustrative purposes only. They have not been independently verified as being accurate or continuing to be accurate.

Parties having questions regarding what ratio to use should contact DAS.



200 Shrewsbury St



East Park Spray Park - 200 Shrewsbury Street Worcester



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