#### **September 12, 2025**

### U.S. Dept. of Labor Davis Bacon Minimum Wages

### Colorado Highway Construction

### General Decision Number - CO20250008

**Notice**

The Standard Special Provision (SSP) on the following page(s) revises or modifies CDOT’s Standard Specifications for Road and Bridge Construction. The Construction Engineering Services Branch has reviewed, approved, and issued it. Use as written without change. Do not use modified versions of it on CDOT construction projects. Do not use the following special provision on CDOT projects in a manner other than specified in the instructions without approval by CDOT’s Standards and Specifications Unit. The instructions for use appear below.

Other agencies which use the *Standard Specifications for Road and Bridge Construction* to administer construction projects may use this special provision as appropriate and at their own risk.

**Instructions for use on CDOT construction projects:**

Use this standard special provision on all federal-aid projects with contracts exceeding $2000, except for non-ARRA projects on roadways classified as local roads or rural minor collectors, which are exempt. Projects on local roads, rural minor collectors, and enhancement projects funded with ARRA funds are not exempt.

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| **Decision No. CO20250008** dated September 12, 2025 MOD 2supersedes **Decision No. CO20250008** dated July 18, 2025 MOD 1. | | **Modifications** | | | | | | **ID** |
| **Mod Number**  **2** | | **Date**  **09/12/2025** | | **Page Number(s)**  **6** | |  |
| When work within a project is located in two or more counties and the minimum wages and fringe benefits are different for one or more job classifications, the higher minimum wages and fringe benefits shall apply throughout the project. | |
| General Decision No. CO20250008 applies to the following counties: El Paso, Pueblo, and Teller counties. | | | | | | | |  |
| General Decision No. CO20250008  **The wage and fringe benefits listed below reflect collectively bargained rates.** | | | | | | | | |
| Code | Classification | | **Basic Hourly Rate** | | **Fringe Benefits** | | **Last**  **Mod** | |
|  | **ELECTRICIAN:** | |  | |  | |  | |
|  | El Paso, Teller | | 40.70 | | 18.47 | |  | |
|  | Pueblo | | 35.40 | | 16.06 | |  | |
|  | **POWER EQUIPMENT OPERATOR:** | |  | |  | |  | |
|  | **Drill Rig Caisson** | |  | |  | |  | |
|  | Smaller than Watson 2500 and similar | | 35.20 | | 15.20 | |  | |
|  | Watson 2500 similar or larger | | 35.41 | | 15.20 | |  | |
|  | **Crane** | |  | |  | |  | |
|  | 50 tons and under | | 35.78 | | 15.20 | |  | |
|  | 51 - 90 tons | | 35.41 | | 15.20 | |  | |
|  | 91 - 140 tons | | 37.34 | | 15.20 | |  | |
| General Decision No. CO20250008  **The wage and fringe benefits listed below do not reflect collectively bargained rates.** | | | | | | | | |
|  | **CARPENTER:** | |  | |  | |  | |
|  | Excludes Form Work | | 24.15 | | 6.25 | |  | |
|  | **Form Work Only** | |  | |  | |  | |
|  | El Paso, Teller | | 19.06 | | 5.84 | |  | |
|  | Pueblo | | 19.00 | | 5.88 | |  | |
|  | **CEMENT MASON/CONCRETE FINISHER:** | |  | |  | |  | |
|  | El Paso, Teller | | 17.36 | | 3.00 | |  | |
|  | Pueblo | | 17.74 | | 3.00 | |  | |

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| General Decision No. CO20250008  **The wage and fringe benefits listed below do not reflect collectively bargained rates.** | | | | |
| Code | Classification | **Basic Hourly Rate** | **Fringe Benefits** | **Last**  **Mod** |
|  | **FENCE ERECTOR** | 13.02 | 3.20 |  |
|  | **GUARDRAIL INSTALLER** | 12.89 | 3.20 |  |
|  | **HIGHWAY/PARKING LOT STRIPING:** |  |  |  |
|  | Painter | 12.62 | 3.21 |  |
|  | **IRONWORKER:** |  |  |  |
|  | **Reinforcing** (Excludes Guardrail Installation) |  |  |  |
|  | El Paso, Teller | 20.49 | 1.65 |  |
|  | Pueblo | 16.69 | 5.45 |  |
|  | **Structural** (Excludes Guardrail Installation) | 18.22 | 6.01 |  |
|  | **LABORER:** |  |  |  |
|  | Asphalt Raker | 17.54 | 3.16 |  |
|  | Asphalt Shoveler | 21.21 | 4.25 |  |
|  | Asphalt Spreader | 18.58 | 4.65 |  |
|  | **Common or General** |  |  |  |
|  | El Paso | 17.05 | 3.69 |  |
|  | Pueblo | 16.29 | 4.25 |  |
|  | Teller | 16.88 | 3.61 |  |
|  | Concrete Saw (Hand Held) | 16.29 | 6.14 |  |
|  | Landscape and Irrigation | 12.26 | 3.16 |  |
|  | Mason Tender - Cement/Concrete | 16.29 | 4.25 |  |
|  | Pipelayer | 18.72 | 3.24 |  |
|  | Traffic Control (Flagger) | 9.55 | 3.05 |  |
|  | Traffic Control (Sets Up/Moves Barrels, Cones, Installs  signs, Arrow Boards and Place Stationary Flags),  (Excludes Flaggers) | 12.43 | 3.22 |  |
|  | **PAINTER (Spray Only)** | 16.99 | 2.87 |  |

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| Code | Classification | **Basic Hourly Rate** | **Fringe Benefits** | **Last**  **Mod** |
|  | **POWER EQUIPMENT OPERATOR:** |  |  |  |
|  | Asphalt Laydown | 22.67 | 8.72 |  |
|  | Asphalt Paver | 21.50 | 3.50 |  |
|  | **Asphalt Roller** |  |  |  |
|  | El Paso | 24.42 | 6.96 |  |
|  | Pueblo | 23.67 | 9.22 |  |
| 1813 | Teller | 24.42 | 6.96 |  |
|  | Asphalt Spreader | 22.67 | 8.72 |  |
|  | **Backhoe/Trackhoe** |  |  |  |
|  | El Paso | 23.31 | 5.61 |  |
|  | Pueblo | 21.82 | 8.22 |  |
|  | Teller | 23.32 | 5.50 |  |
|  | Bobcat/Skid Loader | 15.37 | 4.28 |  |
|  | Boom | 22.67 | 8.72 |  |
|  | **Broom/Sweeper** |  |  |  |
|  | El Paso, Teller | 23.43 | 8.04 |  |
|  | Pueblo | 23.47 | 9.22 |  |
|  | **Bulldozer** |  |  |  |
|  | El Paso | 26.56 | 7.40 |  |
|  | Pueblo, Teller | 26.11 | 6.92 |  |
|  | Drill | 17.59 | 3.45 |  |
|  | Forklift | 15.91 | 4.68 |  |
|  | **Grader/Blade** |  |  |  |
|  | El Paso | 22.83 | 8.72 |  |
|  | Pueblo | 23.25 | 6.98 |  |
|  | Teller | 23.22 | 8.72 |  |
|  | Guardrail/Post Driver | 16.07 | 4.41 |  |

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| Code | Classification | **Basic Hourly Rate** | **Fringe Benefits** | **Last**  **Mod** |
|  | **POWER EQUIPMENT OPERATOR (con’t.):** |  |  |  |
|  | **Loader** (Front End) |  |  |  |
|  | El Paso | 23.61 | 7.79 |  |
|  | Pueblo | 21.67 | 8.22 |  |
|  | Teller | 23.50 | 7.64 |  |
|  | **Mechanic** |  |  |  |
|  | El Paso | 22.35 | 6.36 |  |
|  | Pueblo | 24.02 | 8.43 |  |
|  | Teller | 22.16 | 6.17 |  |
|  | **Oiler** |  |  |  |
|  | El Paso | 23.29 | 7.48 |  |
|  | Pueblo | 23.13 | 7.01 |  |
|  | Teller | 22.68 | 7.11 |  |
|  | **Roller/Compactor** (Dirt and Grade Compaction) |  |  |  |
|  | El Paso | 16.70 | 3.30 |  |
|  | Pueblo, Teller | 18.43 | 4.62 |  |
|  | Rotomill | 16.22 | 4.41 |  |
|  | Scraper | 24.28 | 4.83 |  |
|  | **Screed** |  |  |  |
|  | El Paso, Teller | 25.22 | 5.74 |  |
|  | Pueblo | 23.67 | 9.22 |  |
|  | Tractor | 13.13 | 2.95 |  |

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| Code | Classification | **Basic Hourly Rate** | **Fringe Benefits** | **Last**  **Mod** |
|  | **TRUCK DRIVER:** |  |  |  |
|  | **Distributor** |  |  |  |
|  | El Paso, Teller | 17.98 | 3.97 |  |
|  | Pueblo | 18.35 | 3.85 |  |
|  | **Dump Truck** |  |  |  |
|  | El Paso, Teller | 16.85 | 4.83 |  |
|  | Pueblo | 16.87 | 4.79 |  |
|  | Lowboy Truck | 17.25 | 5.27 |  |
|  | Mechanic | 26.69 | 3.50 |  |
|  | Multi-Purpose Specialty & Hoisting Truck | 17.27 | 3.71 |  |
|  | Pickup and Pilot Car | 13.93 | 3.68 |  |
|  | Semi/Trailer Truck | 16.00 | 2.60 |  |
|  | Truck Mounted Attenuator | 12.43 | 3.22 |  |
|  | **Water Truck** |  |  |  |
|  | El Paso | 17.24 | 4.15 |  |
|  | Pueblo | 20.93 | 4.98 |  |
|  | Teller | 17.31 | 4.07 |  |

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

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Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29 CFR 5.5(a)(1)(ii)).

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In the listing above, the "SU" designation means that rates listed under the identifier do not reflect collectively bargained wage and fringe benefit rates. Other designations indicate unions whose rates have been determined to be prevailing.

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**Wage Determination Appeals Process**

1) Has there been an initial decision in the matter? This can be:

1. a survey underlying a wage determination
2. an existing published wage determination
3. an initial WHD letter setting forth a position on a wage determination matter
4. an initial conformance (additional classification and rate) determination

On survey related matters, initial contact, including requests for summaries of surveys, should be directed to the WHD Branch of Wage Surveys. Requests can be submitted via email to: [davisbaconinfo@dol.gov](mailto:davisbaconinfo@dol.gov), or by mail to:

Branch of Wage Surveys

Wage and Hour Division

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

Regarding any other wage determination matter such as conformance decisions, requests for initial decisions should be directed to the WHD Branch of Construction Wage Determinations. Requests can be submitted via email to:

[BCWD-Office@dol.gov](mailto:BCWD-Office@dol.gov), or by mail to:

Branch of Construction Wage Determinations

Wage and Hour Division

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

2) If an initial decision has been issued, then any interested party (those affected by the action) that disagrees with the decision can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Requests for review and reconsideration can be submitted via email to: [dba.reconsideration@dol.gov](mailto:dba.reconsideration@dol.gov), or by mail to:

Wage and Hour Administrator

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and any information (wage payment

data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative

Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board

U.S. Department of Labor

200 Constitution Avenue, N.W.

Washington, DC 20210.

**End of General Decision No. CO20250008**