



2024

The Annual Prevailing Wage Survey

September 1-October 31

Overview of the Prevailing Wage Law

Maryland's Prevailing Wage Law (State Finance & Procurement Article (SF&P), Title 17, subtitle 2) generally applies to "public works" projects, *including* school construction projects, where the contract value is **\$250,000 or greater** with state funding of **25% or more**.

Obligations of Contractors Include the Following:

- **Post** the prevailing wage determination at the job site (SF&P, 17-219)
- **Pay** workers at least the full “prevailing rate” for all hours worked on the project, at the correct rate for the classification of work performed (SF&P, 17-214(a))
- Pay **overtime** (time and a half) for all hours worked over 10 in a calendar day, over 40 in a week, or any hours on Sunday or a legal holiday (SF&P, 17-214(b))
- **Employ only journeypersons or registered apprentices** (SF&P, 17-205(a)(1)), and satisfy **obligations to contribute to apprenticeship in the State** (SF&P, 17-604)
- **Timely submit payroll records** reflecting all hours worked on the project and rates paid for those hours, **certified to be true and correct** (SF&P, 17-220)

Obligations of Public Officials Include the Following:

Procurement officials must...

- **Request a wage determination** before advertising a covered project for bid (SF&P, 17-210(a))
- **Include the determination in the bid solicitation and the contract award** (SF&P, 17-210(c))
- Require a **bond** to ensure payment to workers (SF&P, 17-213)
- **Withhold funds** upon notice of certain violations of the prevailing wage laws (SF&P, 17-221(a) & (e))

Public bodies must...

- Ensure that the requirements of the law are met before voting to award a contract

The Annual Wage Survey

The Prevailing Wage Unit conducts an annual survey of wages paid throughout the State.

The survey period (the period during which data is collected) runs September 1 through October 31.

Submission of data is voluntary.

Who May Participate?

- General contractors
- Subcontractors
- Contractor or employer associations
- Labor organizations

You must be registered in the portal to submit!

The Commissioner encourages all interested parties to participate so that the rates are as representative as possible.

What Rates are Accepted for the Survey?

- Nonresidential construction – both prevailing wage **and** non-prevailing wage projects
- Work performed in the State of Maryland
- During the 12-month period 9/1/23 through 8/31/24 (COMAR 21.11.11.03.E(2))

The Commissioner encourages all interested parties to participate so that the rates are as representative as possible!

The Survey Process: New in 2024

- Multiple workers in the same classification paid the same rate need **not** be entered separately
- The **time period** has shifted up (Sept. 1 through Aug. 31 instead of Nov. 1 through Oct. 31) to comply with the COMAR
- The unit encourages submission of **collective bargaining agreements** (CBAs), per COMAR 21.11.11.03.C.(2)
- Commissioner may **audit** a certain percentage of submissions to validate data – submitters should **retain underlying records**, and be aware that submitting means they are **attesting to the accuracy** of the data

The Survey Process: What Rates are Set by the Survey

- Each classification of work
- In each “locality” – meaning for each county, plus Baltimore City
- For two general categories of work: building and highway (which includes other heavy construction work)

The Survey Process: How Rates are Determined (SF&P, 17-208)

- Straight-time hourly rate and fringe amount paid
 - to journeypersons (not apprentices!)
 - in the locality (counties and Baltimore City)
 - for work performed by the classification
 - on either building or highway projects
 - to 50% or more of the workers in the classification.
- If 50% or more are not paid the same rate, then the rate is what is paid to at least 40% of the workers
- If 40% are not paid the same rate, then the rate is set by a weighted average

If there is insufficient data for a particular classification in a locality, the Commissioner may “borrow” the rate for that classification from a similar locality (SF&P 17-208(2))

How Rates are Determined (SF&P, 17-208) (cont'd)

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If there is **insufficient data** for a particular classification in a locality, the Commissioner may “borrow” the rate for that classification from a similar locality (SF&P 17-208(2))

The Survey Process:

Acceptable “Fringe” Amounts (SF&P, 12-208(d))

Requirements for inclusion:

- “Hourly rate of contribution”
- “Irrevocably made”
- To a third person
- Under a fund, plan or program that provides “bona fide” fringe benefits as defined in the law (SF&P, 12-208(d)(1))

Note: Contractors with self-funded benefit plans **must demonstrate** that the hourly cost is that which “may reasonably be anticipated” to provide the bona fide fringe benefit under “an enforceable commitment” to carry out a “financially responsible plan or program” that must be “communicated in writing to workers” (SF&P, 12-208(d)(2)).

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A dark red rectangular bar with a thin gold border is positioned at the top right of the slide.

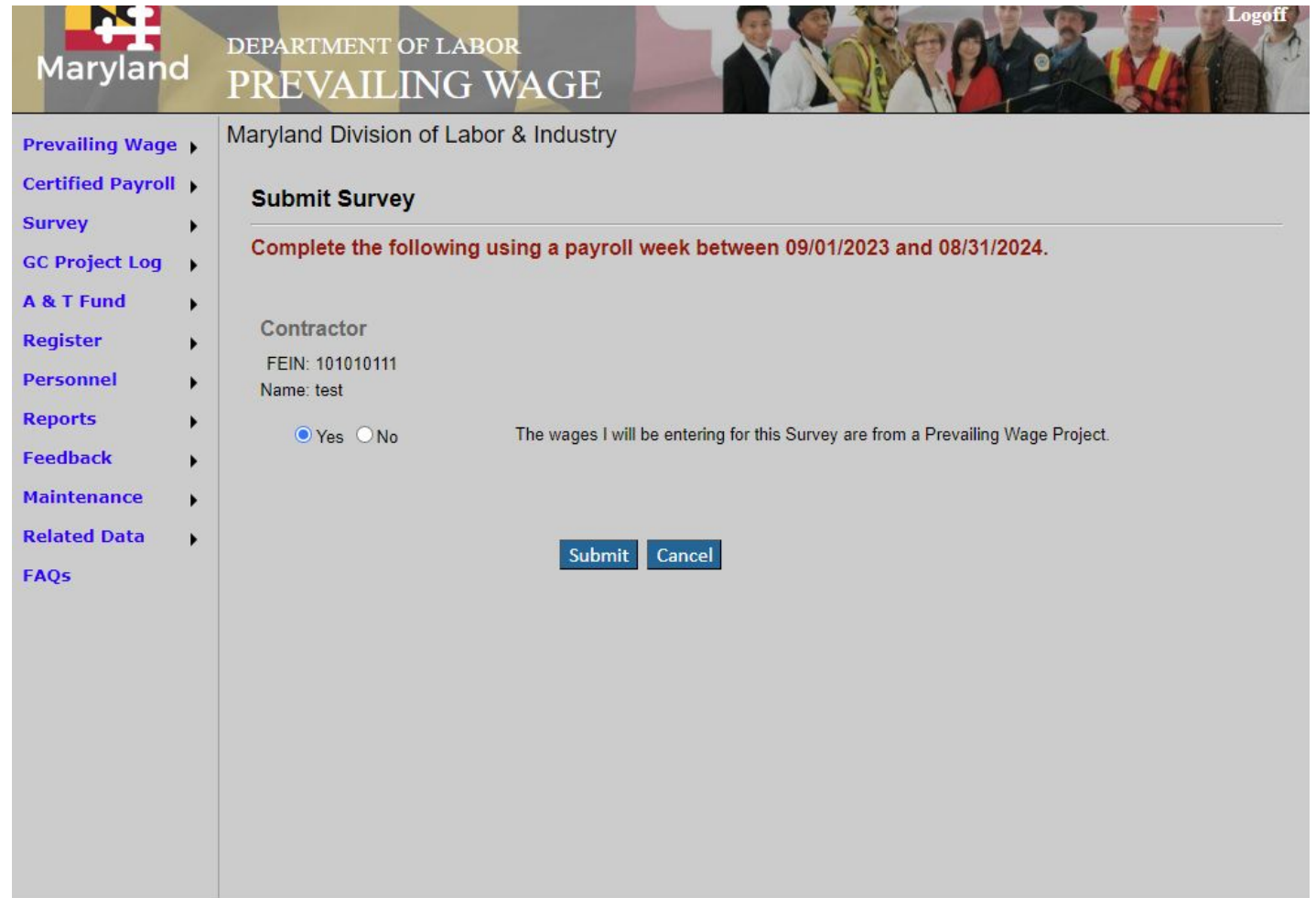
Submitting Data for Consideration in the Survey: Step by Step



Step 1: Register!

Getting Started

Use your
credentials to log
into Maryland's
Prevailing Wage
website



The screenshot shows the Maryland Department of Labor's Prevailing Wage website. The header includes the Maryland state logo and the text "DEPARTMENT OF LABOR PREVAILING WAGE". A navigation menu on the left lists various options: Prevailing Wage, Certified Payroll, Survey, GC Project Log, A & T Fund, Register, Personnel, Reports, Feedback, Maintenance, Related Data, and FAQs. The main content area is titled "Submit Survey" and includes a "Logoff" link in the top right. Below the title, there is a red instruction: "Complete the following using a payroll week between 09/01/2023 and 08/31/2024." The form fields include "Contractor" (FEIN: 101010111, Name: test) and a radio button selection for "Yes" (selected) or "No". A note states: "The wages I will be entering for this Survey are from a Prevailing Wage Project." At the bottom of the form are "Submit" and "Cancel" buttons.

Maryland DEPARTMENT OF LABOR
PREVAILING WAGE

Maryland Division of Labor & Industry

Submit Survey

Complete the following using a payroll week between 09/01/2023 and 08/31/2024.

Contractor
FEIN: 101010111
Name: test

Yes No

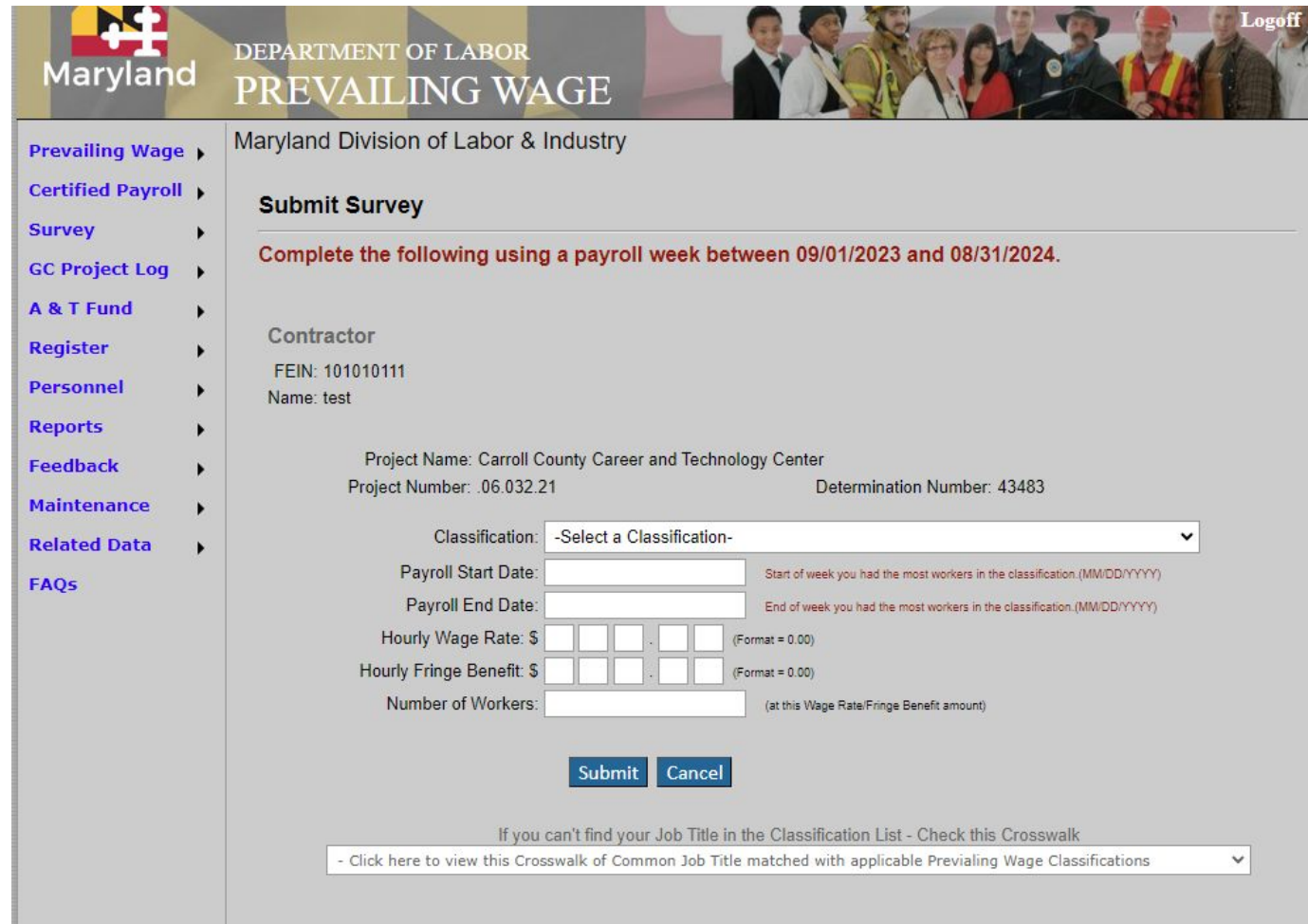
The wages I will be entering for this Survey are from a Prevailing Wage Project.

Submit Cancel

If you are entering data for a prevailing wage project, enter the determination number, then hit submit.

The screenshot displays the Maryland Department of Labor's Prevailing Wage web application. The header includes the Maryland state logo and the text 'DEPARTMENT OF LABOR PREVAILING WAGE'. A navigation menu on the left lists various options: Prevailing Wage, Certified Payroll, Survey, GC Project Log, A & T Fund, Register, Personnel, Reports, Feedback, Maintenance, Related Data, and FAQs. The main content area is titled 'Maryland Division of Labor & Industry' and 'Submit Survey'. It contains a red instruction: 'Complete the following using a payroll week between 09/01/2023 and 08/31/2024.' Below this, the contractor information is shown: 'Contractor FEIN: 101010111 Name: test'. A text label 'Enter the Prevailing Wage Project Number or Determination Number:' is followed by a yellow-highlighted input field. At the bottom of the form are 'Submit' and 'Cancel' buttons. A 'Logoff' link is visible in the top right corner of the application header.

The project information will automatically populate. Next, select the classification.



The screenshot shows the 'Submit Survey' page for the Maryland Department of Labor. The page header includes the Maryland state logo and the text 'DEPARTMENT OF LABOR PREVAILING WAGE'. A navigation menu on the left lists various options: Prevailing Wage, Certified Payroll, Survey, GC Project Log, A & T Fund, Register, Personnel, Reports, Feedback, Maintenance, Related Data, and FAQs. The main content area is titled 'Submit Survey' and contains the following information:

- Project Name: Carroll County Career and Technology Center
- Project Number: .06.032.21
- Determination Number: 43483
- Classification: -Select a Classification- (dropdown menu)
- Payroll Start Date: [input field] (Start of week you had the most workers in the classification.(MM/DD/YYYY))
- Payroll End Date: [input field] (End of week you had the most workers in the classification.(MM/DD/YYYY))
- Hourly Wage Rate: \$ [input field] (Format = 0.00)
- Hourly Fringe Benefit: \$ [input field] (Format = 0.00)
- Number of Workers: [input field] (at this Wage Rate/Fringe Benefit amount)

At the bottom of the form, there are 'Submit' and 'Cancel' buttons. Below the buttons, there is a note: 'If you can't find your Job Title in the Classification List - Check this Crosswalk' and a link: '- Click here to view this Crosswalk of Common Job Title matched with applicable Prevailing Wage Classifications' (dropdown menu).

Use the dropdown menu to select a classification.

The screenshot shows the Maryland Department of Labor's Prevailing Wage Survey form. On the left is a navigation menu with items like 'Prevailing Wage', 'Certified Payroll', 'Survey', 'GC Project Log', 'A & T Fund', 'Register', 'Personnel', 'Reports', 'Feedback', 'Maintenance', 'Related Data', and 'FAQs'. The main content area is titled 'Submit Survey' and includes a 'Contractor' section with fields for FEIN (101010111) and Name (test). Below this are fields for Project Name (Carroll C) and Project Number (.06.032.2). A dropdown menu for 'Classification' is open, showing a list of job titles with 'ELECTRICIAN' selected. Other job titles include CARPENTER, CEMENT MASON, COMMUNICATION INSTALLER TECHNICIAN, DRYWALL - SPACKLING, TAPING, & FINISHING, ELEVATOR MECHANIC, FIREPROOFER - BY HAND, FIREPROOFER - SPRAYER, FIRESTOPPER, GLAZIER, INSULATION WORKER, IRONWORKER - FENCE ERECTOR, IRONWORKER - ORNAMENTAL, and IRONWORKER - REINFORCING. Below the dropdown are fields for Payroll Start Date, Payroll End Date, Hourly Wage Rate, Hourly Fringe Benefit, and Number of Workers. At the bottom are 'Submit' and 'Cancel' buttons, and a link to a crosswalk of job titles.

DEPARTMENT OF LABOR
PREVAILING WA

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Maryland Division of Labor &

Submit Survey

Complete the following using

Contractor

FEIN: 101010111
Name: test

Project Name: Carroll C
Project Number: .06.032.2

Classification: -Select a Classification-

Payroll Start Date: Start of week you had the most workers in the classification.(MM/DD/YYYY)

Payroll End Date: End of week you had the most workers in the classification.(MM/DD/YYYY)

Hourly Wage Rate: \$ (Format = 0.00)

Hourly Fringe Benefit: \$ (Format = 0.00)

Number of Workers: (at this Wage Rate/Fringe Benefit amount)

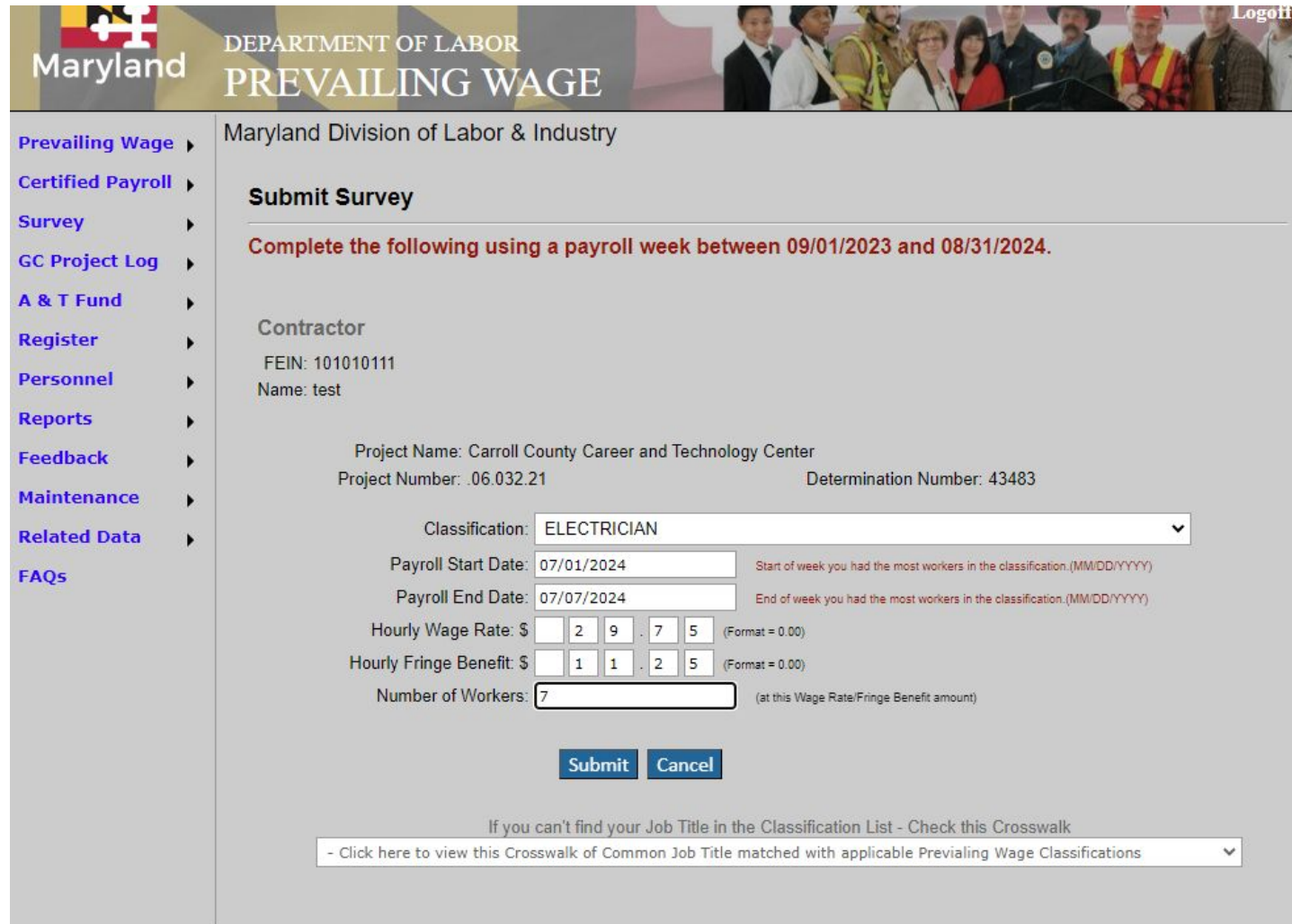
Submit Cancel

If you can't find your Job Title in the Classification List - Check this Crosswalk

- Click here to view this Crosswalk of Common Job Title matched with applicable Prevailing Wage Classifications

Logoff

Enter the payroll dates, rates, and number of workers.

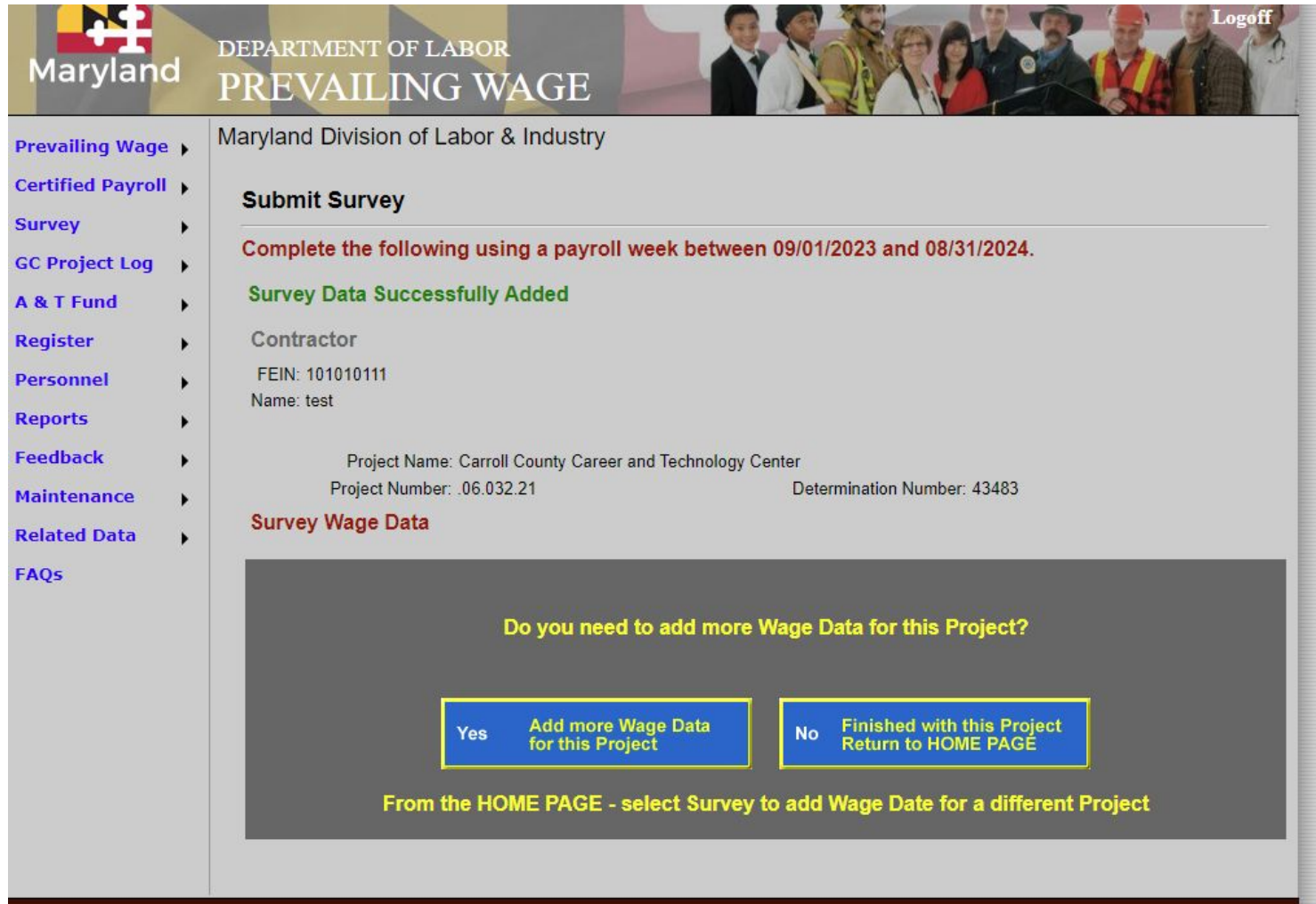


The screenshot shows the 'Submit Survey' page for the Maryland Department of Labor. The page includes a navigation menu on the left with options like 'Prevailing Wage', 'Certified Payroll', 'Survey', 'GC Project Log', 'A & T Fund', 'Register', 'Personnel', 'Reports', 'Feedback', 'Maintenance', 'Related Data', and 'FAQs'. The main content area is titled 'Submit Survey' and contains the following information:

- Contractor Information:** FEIN: 101010111, Name: test
- Project Information:** Project Name: Carroll County Career and Technology Center, Project Number: .06.032.21, Determination Number: 43483
- Classification:** ELECTRICIAN
- Payroll Dates:** Start Date: 07/01/2024, End Date: 07/07/2024
- Hourly Wage Rate:** \$ 29.75 (Format = 0.00)
- Hourly Fringe Benefit:** \$ 11.25 (Format = 0.00)
- Number of Workers:** 7 (at this Wage Rate/Fringe Benefit amount)

Buttons for 'Submit' and 'Cancel' are located below the form fields. At the bottom, there is a link to a crosswalk of job titles and classifications.

You'll receive a success message.



The screenshot displays the Maryland Department of Labor's Prevailing Wage portal. The header includes the Maryland state logo and the text "DEPARTMENT OF LABOR PREVAILING WAGE". A navigation menu on the left lists various services such as "Prevailing Wage", "Certified Payroll", "Survey", "GC Project Log", "A & T Fund", "Register", "Personnel", "Reports", "Feedback", "Maintenance", "Related Data", and "FAQs". The main content area shows the "Submit Survey" section with a success message: "Survey Data Successfully Added". Below this, project details are listed: "Contractor FEIN: 101010111 Name: test", "Project Name: Carroll County Career and Technology Center", "Project Number: .06.032.21", and "Determination Number: 43483". A "Survey Wage Data" section contains a confirmation dialog box asking, "Do you need to add more Wage Data for this Project?". Two buttons are provided: "Yes Add more Wage Data for this Project" and "No Finished with this Project Return to HOME PAGE". A final instruction reads, "From the HOME PAGE - select Survey to add Wage Date for a different Project".

Maryland DEPARTMENT OF LABOR
PREVAILING WAGE

Maryland Division of Labor & Industry

Submit Survey

Complete the following using a payroll week between 09/01/2023 and 08/31/2024.

Survey Data Successfully Added

Contractor
FEIN: 101010111
Name: test

Project Name: Carroll County Career and Technology Center
Project Number: .06.032.21 Determination Number: 43483

Survey Wage Data

Do you need to add more Wage Data for this Project?

Yes Add more Wage Data for this Project

No Finished with this Project Return to HOME PAGE

From the HOME PAGE - select Survey to add Wage Date for a different Project

If your submission is not for a prevailing wage project, select no on the initial screen, and then hit “Submit.”

Maryland DEPARTMENT OF LABOR
PREVAILING WAGE

Maryland Division of Labor & Industry

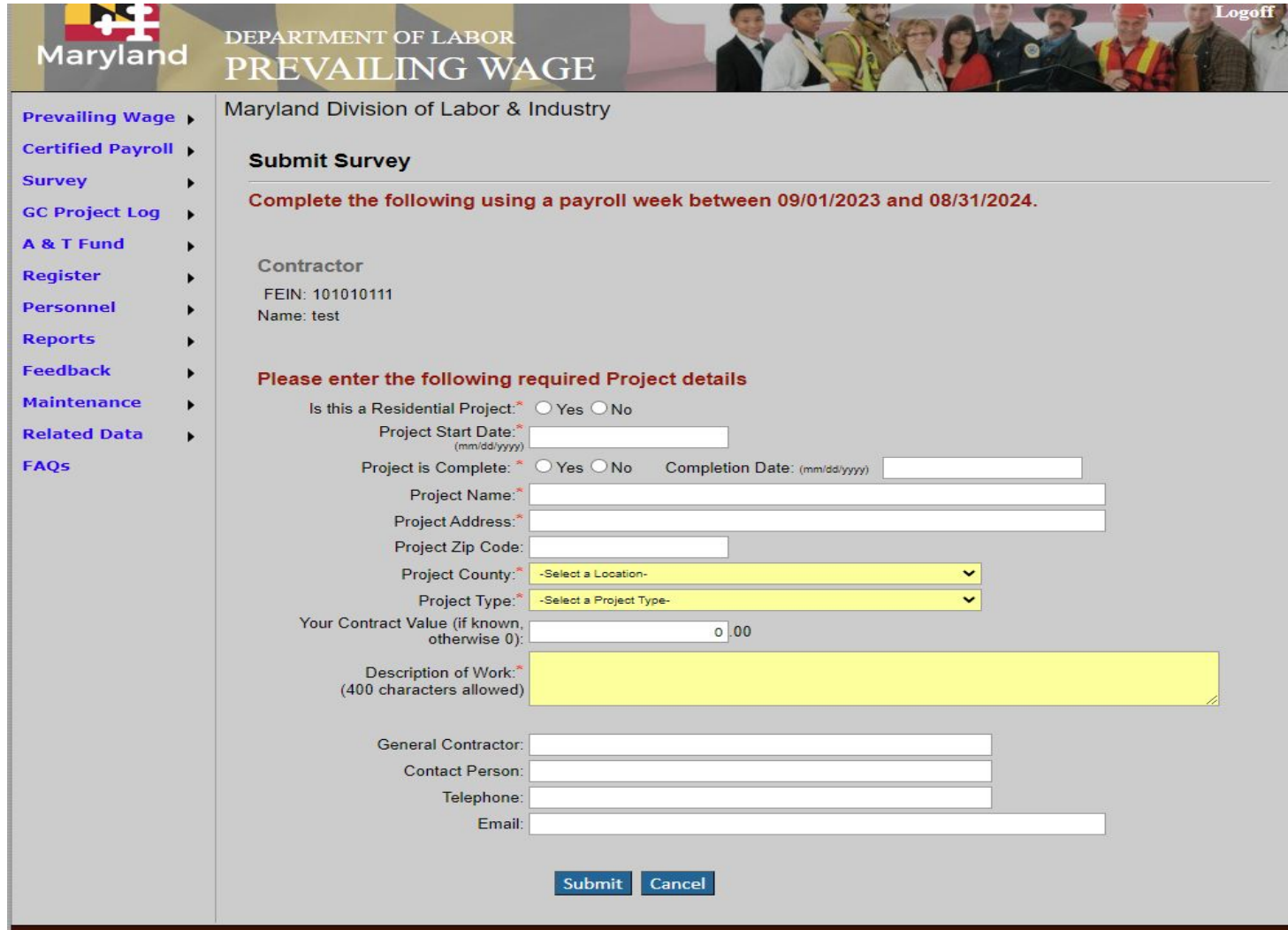
Submit Survey

Complete the following using a payroll week between 09/01/2023 and 08/31/2024.

Contractor
FEIN: 101010111
Name: test

Yes No The wages I will be entering for this Survey are from a Prevailing Wage Project.

Enter your project details, including all required fields



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Logoff

Maryland DEPARTMENT OF LABOR
PREVAILING WAGE

Maryland Division of Labor & Industry

Submit Survey

Complete the following using a payroll week between 09/01/2023 and 08/31/2024.

Contractor
FEIN: 101010111
Name: test

Please enter the following required Project details

Is this a Residential Project: Yes No

Project Start Date:

Project is Complete: Yes No Completion Date:

Project Name:

Project Address:

Project Zip Code:

Project County:

Project Type:

Your Contract Value (if known, otherwise 0):

Description of Work:
(400 characters allowed)

General Contractor:

Contact Person:

Telephone:

Email:

Required fields are marked with an asterisk.

Maryland DEPARTMENT OF LABOR
PREVAILING WAGE

Maryland Division of Labor & Industry

Submit Survey

Complete the following using a payroll week between 09/01/2023 and 08/31/2024.

Contractor
FEIN: 101010111
Name: test

Please enter the following required Project details

Is this a Residential Project: * Yes No

Project Start Date: *
(mm/dd/yyyy)

Project is Complete: * Yes No Completion Date: (mm/dd/yyyy)

Project Name: *

Project Address: *

Project Zip Code:

Project County: *

Project Type: *

Your Contract Value (if known, otherwise 0): .00

Description of Work: *
(400 characters allowed)

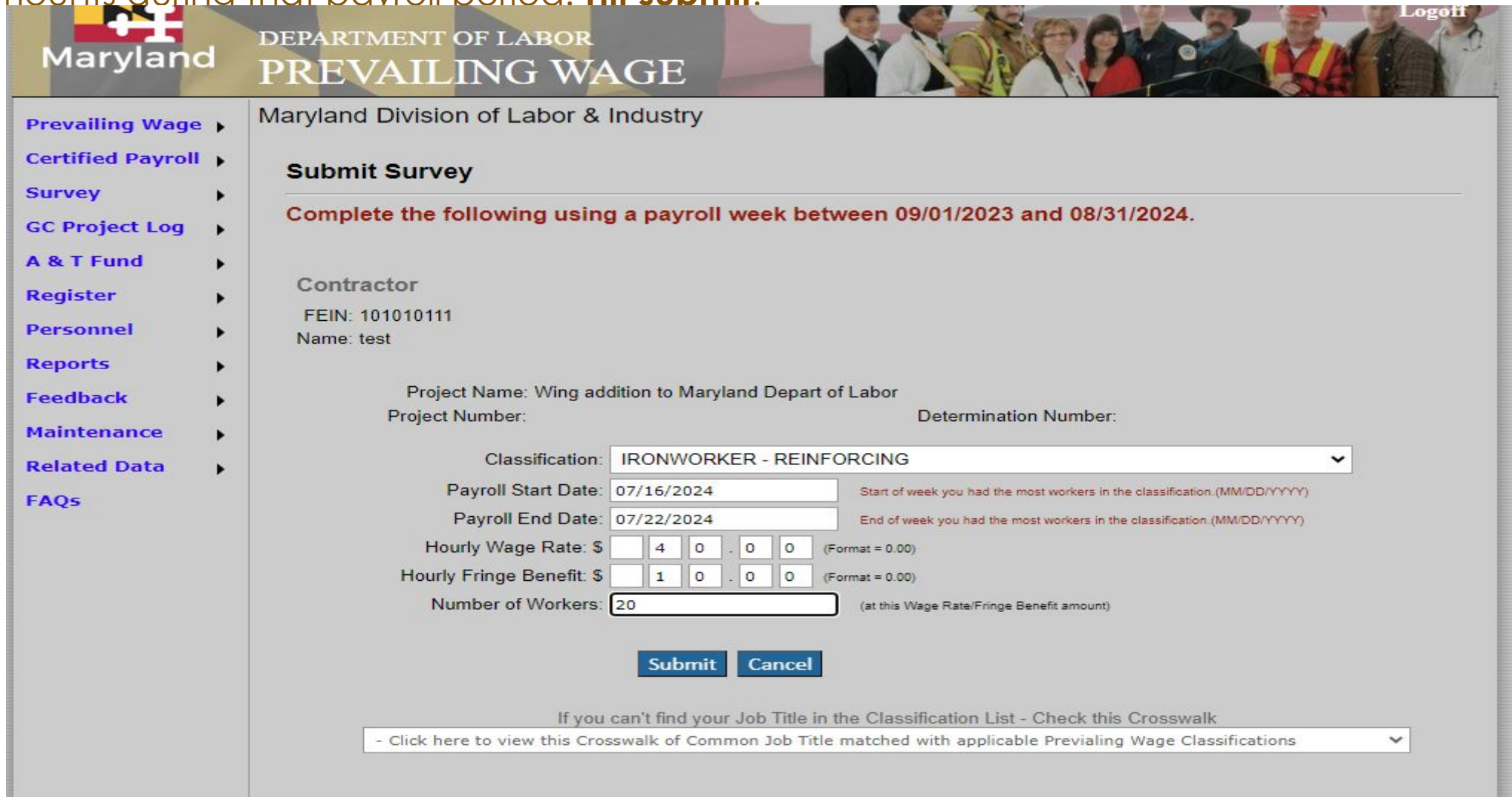
General Contractor:

Contact Person:

Telephone:

Email:

Select the classification, enter the payroll dates, enter the wage and fringe amounts, and enter the number of workers in the selected classification receiving those wage and fringe amounts during that payroll period. **Hit submit.**



The screenshot shows the 'Submit Survey' page for the Maryland Department of Labor. The page header includes the Maryland logo and the text 'DEPARTMENT OF LABOR PREVAILING WAGE'. A navigation menu on the left lists various options: Prevailing Wage, Certified Payroll, Survey, GC Project Log, A & T Fund, Register, Personnel, Reports, Feedback, Maintenance, Related Data, and FAQs. The main content area is titled 'Maryland Division of Labor & Industry' and 'Submit Survey'. It contains a red instruction: 'Complete the following using a payroll week between 09/01/2023 and 08/31/2024.' Below this, the 'Contractor' information is displayed: FEIN: 101010111 and Name: test. The 'Project Name' is 'Wing addition to Maryland Depart of Labor'. There are input fields for 'Project Number' and 'Determination Number'. The 'Classification' is set to 'IRONWORKER - REINFORCING'. The 'Payroll Start Date' is '07/16/2024' and the 'Payroll End Date' is '07/22/2024'. The 'Hourly Wage Rate' is \$4.00 and the 'Hourly Fringe Benefit' is \$1.00. The 'Number of Workers' is 20. At the bottom, there are 'Submit' and 'Cancel' buttons, and a dropdown menu for 'Crosswalk'.

Maryland DEPARTMENT OF LABOR
PREVAILING WAGE

Maryland Division of Labor & Industry

Submit Survey

Complete the following using a payroll week between 09/01/2023 and 08/31/2024.

Contractor
FEIN: 101010111
Name: test

Project Name: Wing addition to Maryland Depart of Labor
Project Number: Determination Number:

Classification: IRONWORKER - REINFORCING

Payroll Start Date: 07/16/2024 Start of week you had the most workers in the classification.(MM/DD/YYYY)
Payroll End Date: 07/22/2024 End of week you had the most workers in the classification.(MM/DD/YYYY)

Hourly Wage Rate: \$ 4 0 0 0 (Format = 0.00)
Hourly Fringe Benefit: \$ 1 0 0 0 (Format = 0.00)

Number of Workers: 20 (at this Wage Rate/Fringe Benefit amount)

Submit **Cancel**

If you can't find your Job Title in the Classification List - Check this Crosswalk
- Click here to view this Crosswalk of Common Job Title matched with applicable Prevailing Wage Classifications

DOUBLE CHECK BEFORE YOU HIT SUBMIT!

- **Remember: submission means that you are attesting to the accuracy of the information!**
- You will receive a submission receipt when you successfully submit
- If you make a mistake, please send your submission receipt, along with the correction or withdrawal request, to the Prevailing Wage email address.
- **Retain all backup information** so that you can produce it easily if your submission is selected for validation

RECAP:

- The survey is open between September 1- October 31 at midnight.
- This year, the Commissioner has made several changes to the submission process to conform with the COMAR, and, based on your feedback, to make completing the Annual Survey easier to manage
- Your participation is encouraged! The survey is voluntary and the more submissions we receive, the more representative the rates paid in your area in the coming year

Questions? Contact us!

Division of Labor and Industry

Prevailing Wage for State Funded Construction Unit

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Julio Carrera, Unit Manager