

### Wages by Classification for Proposal

The wage rates listed herein are those predetermined by the Secretary of Labor and State Statute and listed in the United States Department of Labor's (USDOL) General Decisions dated 01-02-2026 and are the minimum wages to be paid accordingly for each specified classification. To determine the applicable wage rate zone, a list entitled "TEXAS COUNTIES IDENTIFIED BY WAGE RATE ZONES" is provided in the contract. Any wage rate that is not listed in the USDOL's general decision, must be requested by the contractor through the completion of an Additional Classification and Wage Rate Request and be submitted for approval. A blank cell indicates that the classification and wage rate are not listed on the USDOL's general decision and therefore must be requested by the contractor through the completion of an Additional Classification and Wage Rate Request. IMPORTANT NOTICE FOR STATE PROJECTS: only the controlling wage rate zone applies to the contract. Effective 01-02-2026.

Table 1 - Wage Rates.

CLASS. #	CLASSIFICATION DESCRIPTION	ZONE TX46 *(TX20250046)	ZONE TX51 *(TX20250051)	ZONE TX55 *(TX20250055)	ZONE TX291 *(TX20250291)	ZONE TX292 *(TX20250292)	ZONE TX293 *(TX20250293)	ZONE TX294 *(TX20250294)	ZONE TX295 *(TX20250295)	ZONE TX296 *(TX20250296)	ZONE TX297 *(TX20250297)	ZONE TX298 *(TX20250298)	ZONE TX299 *(TX20250299)	ZONE TX300 *(TX20250300)
1106	Asphalt Raker	\$18.97	\$15.02	\$18.76	\$19.40	\$18.20	\$16.28	\$19.87	\$19.53	\$17.40	\$15.22	\$19.58	\$20.41	\$19.02
1124	Concrete Finisher, Paving and Structures	\$20.92	\$19.13	\$21.11	\$20.61	\$18.72	\$17.99	\$22.48	\$20.66	\$21.16	\$18.15	\$20.77	\$20.79	\$20.04
1139	Electrician	\$23.70			\$30.54		\$25.73	\$36.10	\$32.38				\$31.46	
1143	Telecommunication Technician							\$23.14						
1145	Traffic Signal/Light Pole Worker	\$25.43			\$21.99									
1150	Flagger	\$13.50	\$14.56	\$15.30	\$15.52	\$15.00		\$14.80	\$13.99	\$14.59	\$15.81	\$14.82	\$16.63	\$15.16
1151	Form Builder/Setter, Structures	\$21.78	\$18.59	\$19.31	\$20.63	\$20.18	\$19.37	\$22.50	\$20.05	\$19.82	\$18.26	\$22.09	\$19.93	\$19.89
1160	Form Setter, Paving & Curb	\$20.39	\$17.31	\$18.50	\$19.18			\$20.89	\$18.25	\$18.16	\$17.56	\$19.44	\$19.32	\$20.25
1172	Laborer, Common	\$17.76	\$14.88	\$16.80	\$17.52	\$17.12	\$15.16	\$18.01	\$16.72	\$16.63	\$15.22	\$18.10	\$17.12	\$16.69
1175	Laborer, Utility	\$18.51	\$16.79	\$17.91	\$19.05	\$17.46	\$16.73	\$19.32	\$18.80	\$18.42	\$16.75	\$18.10	\$19.11	\$18.40
1187	Mechanic	\$27.08	\$23.80	\$25.11	\$26.15	\$28.00	\$23.84	\$27.44	\$24.13	\$25.51	\$22.98	\$25.47	\$23.38	\$23.35
1194	Servicer	\$21.29	\$20.03		\$23.75	\$21.51	\$17.87	\$24.86	\$20.94		\$19.11	\$21.31	\$20.33	\$20.75
1196	Painter, Structures				\$23.76					\$27.93			\$26.40	
1202	Piledriver												\$21.48	
1205	Pipelayer	\$17.76	\$15.48		\$19.23		\$17.11	\$22.46	\$19.97	\$19.40	\$15.22	\$18.10	\$20.03	\$17.56
1300	Asphalt Distributor Operator	\$22.68	\$19.62	\$23.09	\$24.07	\$23.76	\$21.93	\$24.40	\$22.69	\$23.20	\$24.54	\$23.46	\$23.26	\$23.99
1303	Asphalt Paving Machine Operator	\$20.34	\$15.99	\$20.95	\$22.12	\$22.45	\$19.02	\$22.52	\$21.26	\$19.14	\$17.58	\$21.32	\$22.67	\$20.70
1305	Broom or Sweeper Operator	\$17.76	\$15.22	\$17.75	\$18.09	\$17.12		\$18.01	\$17.58	\$16.63	\$16.92	\$18.10	\$17.63	\$17.30
1306	Crawler Tractor Operator	\$20.95	\$20.27	\$20.00	\$20.92				\$19.82	\$23.23		\$22.51	\$20.33	\$20.83
1315	Concrete Paving, Curing, Float, Texturing Machine Operator								\$23.12				\$22.62	
1318	Concrete Pavement Finishing Machine Operator	\$20.00		\$24.85	\$22.81			\$24.07	\$23.11				\$22.18	
1329	Joint Sealer						\$15.16							
1333	Concrete Saw Operator	\$25.25		\$20.69	\$25.97			\$20.34	\$25.50				\$21.57	\$22.93
1341	Small Slipform Machine Operator							\$25.09						
1342	Crane Operator, Lattice Boom 80 Tons or Less	\$24.25	\$29.80	\$25.57	\$26.47			\$29.90	\$24.33			\$24.40	\$25.74	\$26.15
1343	Crane Operator, Lattice Boom Over 80 Tons				\$28.87			\$33.55	\$23.75	\$34.20			\$23.85	\$31.28
1344	Crane Operator, Hydraulic 80 Tons or less				\$29.24		\$23.37	\$31.32	\$27.22	\$27.88	\$28.75	\$27.09	\$24.75	\$23.89
1345	Crane Operator, Hydraulic Over 80 Tons									\$30.25				\$31.44
1346	Loader/Backhoe Operator	\$20.99	\$16.37	\$20.20	\$20.32	\$18.00	\$17.92	\$23.22	\$20.42	\$19.01	\$16.93	\$21.03	\$21.37	\$19.94
1347	Excavator Operator, 50,000 pounds or less	\$25.59	\$18.99		\$22.93	\$22.91	\$19.70	\$25.08	\$21.05	\$19.69	\$21.86	\$24.67	\$21.53	\$22.25
1348	Excavator Operator, Over 50,000 pounds		\$19.29	\$20.36	\$22.90			\$25.34	\$22.80	\$22.05	\$25.35		\$22.24	\$22.47
1360	Foundation Drill Operator, Crawler Mounted							\$29.25					\$22.25	
1363	Foundation Drill Operator, Truck Mounted				\$24.28			\$29.86	\$25.95		\$27.81	\$32.17	\$26.04	\$24.05
1369	Front End Loader Operator, 3 CY or Less	\$19.42	\$15.59	\$18.40	\$20.33	\$18.28	\$17.42	\$20.93	\$18.58	\$18.80	\$17.47	\$19.06	\$19.72	\$19.34
1372	Front End Loader Operator,Over 3 CY	\$19.52	\$16.41	\$17.25	\$20.20	\$19.83	\$18.26	\$22.56	\$19.55	\$18.71	\$18.12	\$20.11	\$20.34	\$20.00
1380	Milling Machine Operator	\$20.98	\$18.47	\$19.48	\$21.73	\$18.49	\$23.02	\$20.94	\$19.99	\$22.53	\$19.21	\$20.37	\$21.65	\$19.88
1384	Reclaimer/Pulverizer Operator	\$21.17			\$19.05	\$23.25		\$22.17	\$18.15	\$18.83				\$19.67
1390	Motor Grader Operator, Fine Grade	\$27.00	\$21.55	\$23.01	\$26.56	\$26.38	\$20.04	\$27.09	\$24.43	\$26.88	\$22.98	\$26.74	\$23.91	\$24.96
1393	Motor Grader Operator, Rough	\$23.50	\$18.78	\$19.00	\$22.95	\$23.69		\$24.90	\$21.43	\$23.06	\$19.60	\$23.08	\$21.20	\$21.04
1396	Pavement Marking MachineOperator	\$20.62		\$16.80	\$22.00	\$18.99		\$22.35	\$22.96		\$19.26	\$23.48	\$17.12	\$17.50
1402	Roller Operator, Asphalt	\$17.76	\$14.88	\$18.35	\$20.24	\$17.12		\$20.35	\$18.34	\$17.27	\$16.83	\$18.76	\$19.79	\$18.13
1405	Roller Operator, Other	\$17.76	\$14.88	\$16.80	\$17.52	\$17.12		\$18.60	\$17.09	\$16.90	\$15.38	\$18.10	\$18.93	\$16.94
1411	Scraper Operator	\$20.00	\$14.88		\$17.52		\$18.33	\$21.54	\$17.71		\$15.33	\$19.49		\$17.21
1413	Off Road Hauler				\$17.52			\$23.70	\$16.90			\$18.10	\$17.12	
1428	Agricultural Tractor Operator				\$19.14				\$19.97			\$23.21		
1445	Directional Drilling Operator				\$25.19									
1446	Directional Drilling Locator				\$21.39		\$16.50							
1500	Reinforcing Steel Worker	\$22.94	\$19.62	\$24.99	\$22.46		\$20.57	\$23.50	\$22.24	\$22.76	\$20.91	\$25.70	\$22.34	\$23.47
1509	Structural Steel Worker												\$22.64	
1513	Sign Erector				\$17.52			\$18.01						

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1515	Spreader Box Operator	\$18.50		\$19.28	\$19.31			\$23.59	\$18.52	\$20.63	\$23.00	\$18.31	\$17.84	\$19.96
1520	Work Zone Barricade Servicer	\$17.76	\$15.81	\$16.80	\$17.75	\$17.12		\$18.01	\$16.89	\$17.52	\$16.49	\$18.10	\$17.37	\$17.66
1600	Truck Driver, Single Axle	\$21.59	\$17.93	\$19.19	\$19.70	\$18.24	\$15.16	\$20.60	\$19.22	\$17.99	\$19.02	\$22.02	\$21.93	\$19.20
1606	Truck Driver, Single or Tandem Axle Dump Truck	\$20.87	\$18.50	\$21.94	\$20.91	\$21.14	\$16.58	\$22.64	\$20.30	\$20.30	\$18.63	\$21.04	\$18.60	\$19.19
1607	Truck Driver, Tandem Axle Tractor with Semi-Trailer	\$21.52	\$19.81	\$20.66	\$21.71	\$21.97		\$23.22	\$20.32	\$22.08	\$23.00	\$21.91	\$20.17	\$19.52
1609	Truck Driver Lowboy-Float	\$23.01	\$27.10	\$23.18	\$25.96			\$25.57	\$23.97	\$22.90	\$25.75	\$23.22	\$25.94	\$22.60
1612	Truck Driver Transit-Mix		\$18.00					\$21.97						
1615	Boom Truck Operator				\$27.82									
1706	Welder		\$21.35		\$23.38		\$17.34	\$23.72				\$22.00	\$20.97	

Notes:  
\*Represents the USDOL wage decision.  
Any worker employed on this project shall be paid at the rate of one and one half (1-1/2) times the regular rate for every hour worked in excess of forty (40) hours per week.

For reference, the titles and descriptions for the classifications listed here are detailed further in the Associated General Contractors (AGC) of Texas’ Standard Job Classifications and Descriptions for Highway, Heavy, Utilities, and Industrial Construction in Texas posted on the AGC’s Web site for any contractor.

**Texas Counties Identified By  
Wage Rate Zones: 46, 51, 55, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300**

Table 2 - Counties by Zone.

<b>County Name</b>	<b>Zone</b>	<b>County Name</b>	<b>Zone</b>	<b>County Name</b>	<b>Zone</b>	<b>County Name</b>	<b>Zone</b>
Anderson	295	Donley	298	Karnes	300	Reagan	298
Andrews	298	Duval	297	Kaufman	294	Real	298
Angelina	295	Eastland	298	Kendall	291	Red River	295
Aransas	296	Ector	46	Kenedy	297	Reeves	292
Archer	46	Edwards	292	Kent	298	Refugio	300
Armstrong	46	El Paso	293	Kerr	300	Roberts	298
Atascosa	291	Ellis	294	Kimble	298	Robertson	291
Austin	299	Erath	295	King	298	Rockwall	294
Bailey	298	Falls	295	Kinney	292	Runnels	298
Bandera	291	Fannin	295	Kleberg	300	Rusk	55
Bastrop	291	Fayette	300	Knox	298	Sabine	295
Baylor	298	Fisher	298	Lamar	295	San Augustine	295
Bee	300	Floyd	298	Lamb	298	San Jacinto	299
Bell	291	Foard	298	Lampasas	291	San Patricio	296
Bexar	291	Fort Bend	299	LaSalle	297	San Saba	298
Blanco	300	Franklin	295	Lavaca	300	Schleicher	298
Borden	298	Freestone	295	Lee	300	Scurry	298
Bosque	295	Frio	297	Leon	295	Shackelford	298
Bowie	55	Gaines	298	Liberty	299	Shelby	295
Brazoria	299	Galveston	299	Limestone	295	Sherman	298
Brazos	291	Garza	298	Lipscomb	298	Smith	55
Brewster	292	Gillespie	300	Live Oak	300	Somervell	295
Briscoe	298	Glasscock	298	Llano	300	Starr	297
Brooks	297	Goliad	296	Loving	298	Stephens	298
Brown	298	Gonzales	300	Lubbock	46	Sterling	298
Burleson	291	Gray	298	Lynn	298	Stonewall	298
Burnet	300	Grayson	294	Madison	295	Sutton	292
Caldwell	291	Gregg	55	Marion	295	Swisher	298
Calhoun	296	Grimes	295	Martin	298	Tarrant	294
Callahan	46	Guadalupe	291	Mason	300	Taylor	46
Cameron	51	Hale	298	Matagorda	300	Terrell	292
Camp	295	Hall	298	Maverick	297	Terry	298
Carson	46	Hamilton	295	McCulloch	298	Throckmorton	298
Cass	295	Hansford	298	McLennan	291	Titus	295
Castro	298	Hardeman	298	McMullen	297	Tom Green	46
Chambers	299	Hardin	299	Medina	291	Travis	291
Cherokee	295	Harris	299	Menard	298	Trinity	295
Childress	298	Harrison	55	Midland	46	Tyler	295
Clay	46	Hartley	298	Milam	295	Upshur	55
Cochran	298	Haskell	298	Mills	298	Upton	298
Coke	298	Hays	291	Mitchell	298	Uvalde	297
Coleman	298	Hemphill	298	Montague	298	Val Verde	292
Collin	294	Henderson	295	Montgomery	299	Van Zandt	295
Collingsworth	298	Hidalgo	51	Moore	298	Victoria	296
Colorado	300	Hill	295	Morris	295	Walker	295
Comal	291	Hockley	298	Motley	298	Waller	299
Comanche	298	Hood	295	Nacogdoches	295	Ward	298
Concho	298	Hopkins	295	Navarro	295	Washington	295
Cooke	298	Houston	295	Newton	295	Webb	51
Coryell	291	Howard	298	Nolan	298	Wharton	300
Cottle	298	Hudspeth	292	Nueces	296	Wheeler	298
Crane	298	Hunt	294	Ochiltree	298	Wichita	46
Crockett	292	Hutchinson	298	Oldham	298	Wilbarger	298
Crosby	46	Irion	46	Orange	299	Willacy	297
Culberson	292	Jack	295	Palo Pinto	295	Williamson	291
Dallam	298	Jackson	300	Panola	295	Wilson	291
Dallas	294	Jasper	295	Parker	294	Winkler	298
Dawson	298	Jeff Davis	292	Parmer	298	Wise	294
Deaf Smith	298	Jefferson	299	Pecos	292	Wood	295
Delta	294	Jim Hogg	297	Polk	295	Yoakum	298
Denton	294	Jim Wells	300	Potter	46	Young	298
DeWitt	300	Johnson	294	Presidio	292	Zapata	297
Dickens	298	Jones	46	Rains	295	Zavala	297
Dimmit	297			Randall	46		