

# Missouri

## Division of Labor Standards

### WAGE AND HOUR SECTION



MICHAEL L. PARSON, Governor

# Annual Wage Order No. 31

Section 092

## ST. CHARLES COUNTY

In accordance with Section 290.262 RSMo 2000, within thirty (30) days after a certified copy of this Annual Wage Order has been filed with the Secretary of State as indicated below, any person who may be affected by this Annual Wage Order may object by filing an objection in triplicate with the Labor and Industrial Relations Commission, P.O. Box 599, Jefferson City, MO 65102-0599. Such objections must set forth in writing the specific grounds of objection. Each objection shall certify that a copy has been furnished to the Division of Labor Standards, P.O. Box 449, Jefferson City, MO 65102-0449 pursuant to 8 CSR 20-5.010(1). A certified copy of the Annual Wage Order has been filed with the Secretary of State of Missouri.

Original Signed by \_\_\_\_\_

Todd Smith, Director  
Division of Labor Standards

Filed With Secretary of State: \_\_\_\_\_ **March 8, 2024**

Last Date Objections May Be Filed: **April 8, 2024**

OCCUPATIONAL TITLE	**Prevailing Hourly Rate
Asbestos Worker	\$65.92
Boilermaker	\$33.43*
Bricklayer-Stone Mason	\$62.70
Carpenter	\$63.86
Lather	
Linoleum Layer	
Millwright	
Pile Driver	
Cement Mason	\$58.41
Plasterer	
Communication Technician	\$55.55
Electrician (Inside Wireman)	\$68.34
Electrician Outside Lineman	\$33.43*
Lineman Operator	
Lineman - Tree Trimmer	
Groundman	
Groundman - Tree Trimmer	
Elevator Constructor	\$33.43*
Glazier	\$67.91
Ironworker	\$70.01
Laborer	\$53.19
General Laborer	
First Semi-Skilled	
Second Semi-Skilled	
Mason	\$58.73
Marble Mason	
Marble Finisher	
Terrazzo Worker	
Terrazzo Finisher	
Tile Setter	
Tile Finisher	
Operating Engineer	\$71.19
Group I	
Group II	
Group III	
Group III-A	
Group IV	
Group V	
Painter	\$54.53
Plumber	\$77.38
Pipe Fitter	
Roofer	\$58.55
Sheet Metal Worker	\$74.61
Sprinkler Fitter	\$81.50
Truck Driver	\$47.88
Truck Control Service Driver	
Group I	
Group II	
Group III	
Group IV	

\*The Division of Labor Standards received fewer than 1,000 reportable hours for this occupational title. The public works contracting minimum wage is established for this occupational title using data provided by Missouri Economic Research and Information Center.

\*\*The Prevailing Hourly Rate includes any applicable fringe benefit amounts for each occupational title as defined in RSMo Section 290.210.

OCCUPATIONAL TITLE	**Prevailing Hourly Rate
Carpenter	\$62.94
Millwright	
Pile Driver	
Electrician (Outside Lineman)	\$81.20
Lineman Operator	
Lineman - Tree Trimmer	
Groundman	
Groundman - Tree Trimmer	
Laborer	\$52.84
General Laborer	
Skilled Laborer	
Operating Engineer	\$68.23
Group I	
Group II	
Group III	
Group IV	
Truck Driver	\$48.61
Truck Control Service Driver	
Group I	
Group II	
Group III	
Group IV	

ONLY

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

If a worker is performing work on a heavy construction project within an occupational title that is not listed on the Heavy Construction Rate Sheet, use the rate for that occupational title as shown on the Building Construction Rate Sheet.

\*The Division of Labor Standards received fewer than 1,000 reportable hours for this occupational title. Public works contracting minimum wage is established for this occupational title using data provided by Missouri Economic Research and Information Center.

\*\*The Prevailing Hourly Rate includes any applicable fringe benefit amounts for each occupational title.

# OVERTIME and HOLIDAYS

## OVERTIME

For all work performed on a Sunday or a holiday, not less than twice (2x) the prevailing hourly rate of wages for work of a similar character in the locality in which the work is performed or the public works contracting minimum wage, whichever is applicable, shall be paid to all workers employed by or on behalf of any public body engaged in the construction of public works, exclusive of maintenance work.

For all overtime work performed, not less than one and one-half (1½) the prevailing hourly rate of wages for work of a similar character in the locality in which the work is performed or the public works contracting minimum wage, whichever is applicable, shall be paid to all workers employed by or on behalf of any public body engaged in the construction of public works, exclusive of maintenance work or contractual obligation. For purposes of this subdivision, "**overtime work**" shall include work that exceeds ten hours in one day and work in excess of forty hours in one calendar week; and

A thirty-minute lunch period on each calendar day shall be allowed for each worker on a public works project, provided that such time shall not be considered as time worked.

## HOLIDAYS

January first;  
The last Monday in May;  
July fourth;  
The first Monday in September;  
November eleventh;  
The fourth Thursday in November; and  
December twenty-fifth;

If any holiday falls on a Sunday, the following Monday shall be considered a holiday.



**MISSOURI PUBLIC WORKS PROJECTS  
CONTRACTOR CHECK-OFF LIST**

The Division of Labor Standards (DLS) is providing this check-off list to assist contractors in being compliant with Missouri's labor laws applicable to public construction projects. The Prevailing Wage Law requires that not less than the locally prevailing wages be paid to workers on every construction project in the state that is for the public use or benefit or that uses public funds. Failure to comply with the Prevailing Wage Law may constitute a misdemeanor for the employer and for the public official that does not fulfill the responsibilities it imposes. The Construction Safety Training Act mandates that all employees working on the site of public works construction projects must have received safety training.

**I**

**Before Contract Is Let**

- The annual wage order obtained from the DLS website ([www.labor.mo.gov/DLS/PrevailingWage](http://www.labor.mo.gov/DLS/PrevailingWage)) must be made a part of the specifications for the work to be performed under the contract (Section [290.250](#) and [290.325](#), RSMo).

**II**

**While Contract Is Being Performed**

- All workers performing work under a public construction contract must be paid not less than the prevailing hourly rate of wages (as set out in the annual wage order attached to and made part of the specification for work under the contract). (Section [290.250](#), RSMo).

The contractor will forfeit a penalty to the contracting public body of \$100 per day (or portion of a day) for each worker that is paid less than the prevailing rate for any work done under the contract by the contractor or by any subcontractor (Section [290.250](#), RSMo). For detailed information on rules and occupational titles, see [8 CSR 30-3.010](#) through [3.060](#).

- The contractor and all subcontractors to the contract must require all on-site employees to complete the ten-hour construction safety training program required under Section [292.675](#), RSMo, if they have not previously completed the program and have documentation of having done so.

The contractor will forfeit a penalty to the contracting public body of \$2500 plus an additional \$100 for each employee employed by the contractor or subcontractor, for each calendar day, or portion thereof, such employee is employed without the required training. (Section [292.675](#), RSMo).

- A legible list of all prevailing wage rates **must remain posted** in a prominent and easily accessible place at the worksite by each contractor and subcontractor on the project. The notice must be posted during the full time that any worker is employed on the job (Section [290.265](#), RSMo).

- The payroll records required to be so kept shall be open to inspection by any authorized representative of the contracting public body or of DLS at any reasonable time and as often as may be necessary and such records shall not be destroyed or removed from the state for the period of one year following the completion of the public work in connection with which the records are made (Section [290.290](#), RSMo). DLS provides a Contractor Payroll Records form ([LS-57](#)) for contractors and subcontractors to use to assure provision of the payroll information required ([8 CSR 30-3.010\[7\]](#)).

### **III**

## **Before Contract Is Fully Paid**

- Before final payment can be made, the general contractor and all subcontractors **must** file an **Affidavit of Compliance** ([PW-4](#)) with the contracting public body. The affidavit must affirm under oath that the party has fully complied with Missouri Prevailing Wage Law, and the public body must verify that the correct wages were paid. No payment can be legally made by the public body to the contractor(s) until the affidavit is filed in proper form and order with the public body (Section [290.290](#) and [290.325](#), RSMo).
- It shall be lawful for any contractor to withhold from any subcontractor under him sufficient sums to cover any penalties withheld from him by the awarding body on account of any such subcontractor's failure to comply with the terms of sections 290.210 to 290.340, and if payment has already been made to him, the contractor may recover from the subcontractor the amount of the penalty in a suit at law (Section [290.250.1](#), RSMo).

Failure to comply with the requirements of the Prevailing Wage Law can result in civil action, including an injunction stopping work on a project, and in criminal fines of up to \$500 and up to six months imprisonment for **each day** there is a violation.

Missouri Department of Labor and Industrial Relations  
Division of Labor Standards  
Prevailing Wage Section  
P.O. Box 449  
Jefferson City, MO 65102-0449  
Phone: 573-751-3403  
Fax: 573-751-3721

Email: [prevailingwage@labor.mo.gov](mailto:prevailingwage@labor.mo.gov)

Website: [www.labor.mo.gov/DLS/prevailingwage/](http://www.labor.mo.gov/DLS/prevailingwage/)

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TDD/TTY: 800-735-2966 Relay Missouri: 71*



MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

**CONTRACTOR PAYROLL RECORDS**  
 (See Sections 290.210 to 290.340, RSMo and 8 CSR 30-3.010 to 8 CSR 30-3.060)

Name of <input type="checkbox"/> Contractor <input type="checkbox"/> Subcontractor		Address of Contractor or Subcontractor:		State:                      ZIP:                      Phone Number: (    )    -    -																
Name of Public Body		Address of Public Body:		State:                      ZIP:                      Phone Number: (    )    -    -																
Payroll No.	For Week Ending / /	AWO	Project and Location			Project or Contract No.														
1. Name and Address of Employee	2. Occupational Title ****	3. Day and Date							7. Deductions				8. Net Wages Paid for Week							
		Day	Date	Hours Worked Each Day					4. Total Hours	5. Hourly Rate	6. Gross Amt/Week	FICA and Medicare		Federal and State Withholding Tax	Other A	Other B	Total Deductions			
		DT																		
		OT																		
		ST																		
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\*\*\* If a worker performs work in more than one occupational title, you must separately list the hours worked per occupational title and wage rates. \*\*\*





Date: \_\_\_\_\_

I, \_\_\_\_\_ (Name of Signatory Party), \_\_\_\_\_ (Title) do hereby state:

(1) That I pay or supervise the payment of the persons employed by \_\_\_\_\_ (Contractor or Subcontractor) on the \_\_\_\_\_ (Building or Work); that during the payroll period commencing seven (7) days prior to the week ending date of \_\_\_\_\_ all persons employed on said project have been paid the full weekly wages stated above, that no rebates have been or will be made either directly or indirectly to or on behalf of \_\_\_\_\_ (Contractor or Subcontractor), from the full weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than legally permissible deductions, that full and accurate records clearly indicating the names, occupations, and crafts of every worker employed by them in connection with the public work together with an accurate record of the number of hours worked by each worker and the actual wages paid for each class or type of work performed and deduction made for each worker have been prepared, that these payroll records are kept and have been provided for inspection to the authorized representative of the contracting public body and will be available as often as may be necessary and such records shall not be destroyed or removed from the state for the period of one year following the completion of the public work in connection with which the records are made.

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage order incorporated into the contract; that the occupational title set forth herein for each laborer or mechanic conform with the work performed.

Name and Title	Signature
The falsification of any of the above statements may subject the contractor or subcontractor to criminal prosecution. See Sections 290.340, 570.090, 575.050, and 575.060, RSMo.	

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TDD/TTY: 800-735-2966 Relay Missouri: 711



**INSTRUCTION SHEET FOR LS-57  
(CONTRACTOR PAYROLL RECORDS)**

**Contractor or Subcontractor:** Fill in your firm's name and check appropriate box.

**Address:** Fill in your firm's address and noted information.

**Name of Public Body:** Name of public entity for which work is being performed or who issued contract.

**Address:** Address of public entity.

**Payroll No.:** Begin with payroll No. 1.

Payroll reports must be submitted each week. If work was not performed in specified week, note "No Work".

**For Week Ending:** List the workweek ending date.

**AWO:** Indicate Annual Wage Order Number.

**Project and Location:** Name of Project/Project Location.

**Project or Contract No.:** Indicate Project Number or Contract Number.

- 1. Name and Address of Employee:** List workers that worked on project for the listed week. Enter each worker's full name and address on weekly payroll. **Both the name and address must be listed.**
- 2. Occupational Title:** List the occupational title of each worker. A worker may perform work under different occupational titles. The employer must keep accurate records showing the breakdown of hours worked for each occupational title. For a list of occupational titles, visit <http://www.sos.mo.gov/adrules/csr/current/8csr/8c30-3.pdf>.
- 3. Day and Date:** List day of week in the top row (Su – M – Tu – W – Th – F – Sa), begin with the first day of the pay period. List calendar date in the bottom row (1, 2, 3, 4, 5, 6, 7...).
- Hours worked:** Record number of hours worked per day.  
Straight Time (ST), Overtime (OT), Double Time (DT), if applicable.
- 4. Total Hours:** Total hours worked for the listed week on this project.
- 5. Hourly Rate of Pay:** List the actual hourly rate paid for straight time worked. When overtime is worked, show the overtime hourly rate paid in the "Overtime" box for each worker.
- 6. Gross Amount Earned:** TOP CORNER – Project gross amount earned this pay period, on this project for the listed week. LOWER CORNER – Week total gross amount earned during week for work on all projects. If part of a worker's weekly wage was earned on projects other than the project described on given payroll, then the gross amount earned is gross earned for the week on all projects (example:

"\$163/\$420" would reflect a worker who earned \$163 on a public works construction project and a total of \$420 from all work performed for the listed week, including the public works project).

7. **Deductions:** Complete all required deductions. List any additional deductions in the "Other" column. Add all deductions, and place total in the "Total Deductions" column. On page 2 of the form, describe the deduction(s) contained in the "Other" columns in the space provided. If an individual worked on other jobs in addition to this project, show actual deductions from the weekly gross wage.
8. **Net Wages Paid for Week:** Net wages paid for the listed week on all projects. This is the take-home amount for the week.

## **Page Two (Back of Form)**

**Required Statement:** An authorized agent of the contractor or subcontractor must complete and sign the "statement of compliance." The entry of any false information in this form will result in the agent and the contractor or subcontractor being subject to criminal prosecution and penalties under §§ 290.340, 575.050, 575.060, and 575.080, RSMo.



**DIVISION OF  
LABOR  
STANDARDS**

MISSOURI DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS

**AFFIDAVIT**

**COMPLIANCE WITH THE PREVAILING WAGE LAW**

I, \_\_\_\_\_, upon being duly sworn upon my oath state that: (1) I am the  
*(Name)*

\_\_\_\_\_ of \_\_\_\_\_; (2) all requirements of  
*(Title)* *(Name of Company)*

§§ 290.210 to 290.340, RSMo, pertaining to the payment of wages to workers employed on public works projects  
have been fully satisfied with regard to this company's work on \_\_\_\_\_;  
*(Name of Project)*

(3) I have reviewed and am familiar with the prevailing wage rules in 8 CSR 30-3.010 to 8 CSR 30-3.060; (4) based upon my knowledge of these rules, including the occupational titles set out in 8 CSR 30-3.060, I have completed full and accurate records clearly indicating (a) the names, occupations, and crafts of every worker employed by this company in connection with this project together with an accurate record of the number of hours worked by each worker and the actual wages paid for each class or type of work performed, (b) the payroll deductions that have been made for each worker, and (c) the amounts paid to provide fringe benefits, if any, for each worker; (5) the amounts paid to provide fringe benefits, if any, were irrevocably made to a fund, plan, or program on behalf of the workers; (6) these payroll records are kept and have been provided for inspection to the authorized representative of the contracting public body and will be available, as often as may be necessary, to such body and the Missouri Department of Labor and Industrial Relations; (7) such records shall not be destroyed or removed from the state for one year following the completion of this company's work on this project; and (8) there has been no exception to the full and complete compliance with the provisions and requirements of Annual Wage Order No. \_\_\_\_\_ Section \_\_\_\_\_ issued by the Missouri Division of Labor Standards and applicable to this project located in \_\_\_\_\_ County, Missouri, and completed on the \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

The matters stated herein are true to the best of my information, knowledge, and belief. I acknowledge that the falsification of any information set out above may subject me to criminal prosecution pursuant to §§290.340, 570.090, 575.040, 575.050, or 575.060, RSMo.

\_\_\_\_\_  
**Signature**

Subscribed and sworn to me this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_.

My commission expires \_\_\_\_\_, \_\_\_\_\_.

\_\_\_\_\_  
**Notary Public**

\_\_\_\_\_  
**Receipt by Authorized Public Representative**