

City of Austin

CAPITAL CONTRACTING OFFICE

Your valuable
business partner in
Capital Project
delivery.

WAGE COMPLIANCE PROGRAM

ABOUT:

The Capital Contracting Office (CCO) is responsible for monitoring the compliance of City-contracted construction projects with prevailing wage requirements, as published and governed by the U.S. Department of Labor (DOL).

CCO manages and administers the City's Wage Compliance Program consistent with federal, state, and local laws through Section 00830 of the contract. Applicable regulations are noted below.

- Federally-funded projects - Davis-Bacon and Related Acts, Code of Federal Regulations (29CFR)
- Non-federal projects - Texas Government Code 2258 applies prevailing wage rates and minimum wage rates adopted through City Ordinances (030508-031 and 20160324-015)

New Update:

The classification of work job title definitions has been updated in the 00830 Bid document. The current "Dictionary of Occupational Titles" has been replaced by "Occupational Information Network (O*NET)". Job classification interpretations will be based on O*NET standards. For further information please contact Baldemar Maldonado, Baldemar.maldonado@austintexas.gov.

THE PROGRAM:

Contractor Requirements:

- Factor current prevailing wage rate requirements in bids on construction solicitations.
- Include updated and accurate employee records
 - Certified payroll records for all laborers/workers on project
 - Signed Wage Compliance Statement
 - Documentation verifying enrollment of apprentices in U.S. Department of Labor (DOL) - approved Apprenticeship Program
 - Employee Certifications
 - Payroll Deduction Authorization
- Provide records within two (2) working days of request from CCO
- Ensure all Required Postings are posted in English and Spanish
 - City of Austin Wage Representative information
 - Applicable Wage Determination Scales (i.e. Building Construction and/or Heavy and Highway, etc.)

City of Austin
**CAPITAL
CONTRACTING
OFFICE**

Your valuable
business partner in
Capital Project
delivery.

WAGE COMPLIANCE PROGRAM

Compliance Monitoring:

To monitor for compliance, CCO will conduct initial site visits and follow-up site visits.

- All site visits are unannounced and conducted at random frequency, dates, and times.
- CCO staff will observe the actual work performed on the job.
- CCO staff will interview workers individually or as a small group.
- Staff will also verify that required job postings are visible and are in an accessible location on the jobsite.



Wage Audits:

CCO initiates wage audits in four (4) different ways:

- Observation: Upon visiting the job site, there was a reasonable discovery revealed to necessitate an audit.
- Complaint-driven: Upon receipt of information from a Worker or interested party.
- Random: CCO is required to conduct at based on risk factors.
- Federal: On federal projects, CCO is required to conduct one audit per quarter.

Audits are conducted to ensure workers are paid the applicable prevailing wage rate for the actual work being performed, including overtime, to ensure that the hours of workers performing duties under more than one classification are tracked independently (or that the higher wage rate is paid); and to ensure that apprentices are registered with a DOL-approved program.

Questions?

Baldemar Maldonado - Wage, Compliance Supervisor

512-974-5629

baldemar.maldonado@austintexas.gov