WAGE RATE DETERMINATION

BUILDING CONSTRUCTION TYPE

COUNTY NAME : TRAVIS

Wages based on DOL Prevailing Wage Rate General Decision:TX160323 5/27/2016 TX323 and City of Austin Ordinance #20160324-015

DOL Rate column is for information only. The Total Minimum Wage Rate is derived from the Adjusted Wage Rate Required pursuant to City Ordinance plus the DOL Fringes and can be met using any combination of cash and non-cash qualified fringe benefits, provided the cash component is at least $13.03/hour.

CLASSIFICATION	DOL RATE for info only	ADJUSTED WAGE RATE REQUIRED pursuant to City Ordinance	DOL FRINGES	TOTAL MINIMUM WAGE RATE REQUIRED
Asbestos Worker/Heat & Frost Insulator (Duct, Pipe, and Mechanical System Insulation)	$ 21.57	$ 21.57	$ 10.02	$ 31.59
Boilermaker	$ 23.14	$ 23.14	$ 21.55	$ 44.69
Bricklayer	$ 20.07	$ 20.07	$ -	$ 20.07
Carpenter	$ 20.75	$ 20.75	$ 7.30	$ 28.05
Carpenter (Acoustical Ceiling Installation only)	$ 14.00	$ 14.00	$ -	$ 14.00
Carpenter (Form Work Only)	$ 15.62	$ 15.62	$ 0.05	$ 15.67
Cement Mason/Concrete Finisher	$ 15.71	$ 15.71	$ -	$ 15.71
Drywall Finisher/Taper	$ 17.06	$ 17.06	$ 4.43	$ 21.49
Drywall Hanger and Metal Stud Installer	$ 17.47	$ 17.47	$ 3.45	$ 20.92
Electrical Installer (Sound and Communication Systems, Excluding Wiring)	$ 18.00	$ 18.00	$ 2.30	$ 20.30
Electrician (Excludes Installation of Sound and Communication Systems)	$ 27.15	$ 27.15	$ 7.88	$ 35.03
Elevator Mechanic <5 years experience	$ 37.76	$ 37.76	$ 32.25	$ 70.01
Elevator Mechanic >5 years experience	$ 37.76	$ 37.76	$ 33.01	$ 70.77
Floor Layer (Carpet)	$ 21.88	$ 21.88	$ -	$ 21.88
Glazier	$ 12.83	$ 13.03	$ -	$ 13.03
HVAC Mechanic (HVAC Unit Installation Only)	$ 23.78	$ 23.78	$ 6.89	$ 30.67
Ironworker, Ornamental	$ 23.02	$ 23.02	$ 6.35	$ 29.37
Ironworker, Reinforcing	$ 12.27	$ 13.03	$ -	$ 13.03
Ironworker, Structural	$ 20.73	$ 20.73	$ 5.24	$ 25.97
*Lead Paint or Asbestos Abatement Worker	*	$ 13.03	$ -	$ 13.03
Laborer, Common or General	$ 11.44	$ 13.03	$ -	$ 13.03
Laborer, Mason Tender - Brick	$ 12.22	$ 13.03	$ -	$ 13.03
Laborer, Mason Tender - Cement/Concrete	$ 11.85	$ 13.03	$ -	$ 13.03
Laborer, Pipelayer	$ 12.45	$ 13.03	$ -	$ 13.03
Laborer, Roof Tearoff	$ 11.28	$ 13.03	$ -	$ 13.03

Operator, Backhoe/Excavator/Trackhoe	$ 19.43	$ 19.43	$ 3.49	$ 22.92
Operator, Bobcat/Skid Steer/Skid Loader	$ 13.00	$ 13.03	$ -	$ 13.03
Operator, Bulldozer	$ 14.00	$ 14.00	$ -	$ 14.00
Operator, Crane	$ 34.85	$ 34.85	$ 9.85	$ 44.70
Operator, Drill	$ 14.50	$ 14.50	$ -	$ 14.50
Operator, Forklift	$ 16.64	$ 16.64	$ 6.26	$ 22.90
Operator, Grader/Blade	$ 19.30	$ 19.30	$ -	$ 19.30
Operator, Loader	$ 14.00	$ 14.00	$ -	$ 14.00
Operator, Mechanic	$ 18.75	$ 18.75	$ 5.12	$ 23.87
Operator, Paver (Asphalt, Aggregate, and Concrete)	$ 16.03	$ 16.03	$ -	$ 16.03
Operator, Roller	$ 11.25	$ 13.03	$ -	$ 13.03
Painter (Brush, Roller, and Spray, Excludes Drywall Finishing/Taping)	$ 18.76	$ 18.76	$ 6.35	$ 25.11
Pipefitter (Including HVAC Pipe Installation)	$ 28.03	$ 28.03	$ 12.43	$ 40.46
Plumber, Excludes HVAC Pipe Installation	$ 23.57	$ 23.57	$ 6.37	$ 29.94
Roofer	$ 12.00	$ 13.03	$ -	$ 13.03
*Roofer, Metal	$ 14.05	$ 14.05	$ -	$ 14.05
Sheet Metal Worker (Including HVAC Duct Installation)	$ 24.38	$ 24.38	$ 13.74	$ 38.12
Sprinkler Fitter (Fire Sprinklers)	$ 27.43	$ 27.43	$ 22.52	$ 49.95
Tile Finisher	$ 11.32	$ 13.03	$ -	$ 13.03
Tile Setter	$ 16.35	$ 16.35	$ -	$ 16.35
Truck Driver, Dump Truck	$ 12.39	$ 13.03	$ 1.18	$ 14.21
Truck Driver, Flatbed Truck	$ 19.65	$ 19.65	$ 8.57	$ 28.22
Truck Driver, Semi-Trailer Truck	$ 12.50	$ 13.03	$ -	$ 13.03
Truck Driver, Water Truck	$ 12.00	$ 13.03	$ 4.11	$ 17.14
Waterproofer	$ 16.30	$ 16.30	$ 0.06	$ 16.36

http://www.wdol.gov/wdol/scafiles/davisbacon/tx.html

See below for Additional Wage Information.

Note: *Lead Paint & Asbestos Abatement and Roofer, Metal Classifications have been added to this Prevailing Wage Rate Determination pursuant to a City of Austin Prevailing Wage Survey (trades absent from DOL).

The Wage Compliance information detailed below was excerpted from DOL General Decision TX160323 or other sources.

1. **Additional Trade information:**

Electricians** - Including low voltage wiring for computers, fire/smoke alarms.
Elevator Mechanics*** - also must be paid for 7 holidays - New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday after Thanksgiving Day, Christmas Day, and Veterans Day.
Welders - Receive rate prescribed for craft performing operation to which welding is incidental.

Unlisted classifications needed for work not included within the scope of the classifications listed may be added upon the advance approval of City of Austin Contract Administration. CONTRACTOR shall submit to City of Austin Contract Administration for review the classification, a bona fide definition of work to be performed and a proposed wage with sample payrolls conforming to area practice **prior** to the start of the job for that type of work.

2. **Wages**

The Total Wage may be met by any combination of cash wages and credible "bona fide" fringe benefits paid for by the employer. Overtime wages must be calculated using the Adjusted Wage Rate specified in the Wage Rate Determination or the actual basic rate of pay, whichever is higher.

City of Austin Ordinance No. 20160324-015 requires that construction workers are paid a Minimum Wage of at least $13.03/hour. The cash portion of their compensation must meet or exceed this amount.

3. **Crediting fringe benefit contributions to meet DBA/DBRA and City of Austin requirements:**

The Davis-Bacon Act (and 29 CFR 5.23), list fringe benefits to be considered. Examples are:

> Life Insurance
> Health Insurance
> Pension
> Vacation
> Holidays
> Sick Leave

Note: The use of a truck is not a fringe benefit; a Thanksgiving turkey or Christmas bonus is not a fringe benefit. No credit may be taken for any benefit required by federal, state, or local law such as: workers compensation, unemployment compensation; or social security contributions.

Contributions to fringe benefit plans must be made regularly, e.g. daily, weekly, etc. They must be more frequent than quarterly. (see 29 CFR 5.5 (a)(1)(I)) A periodic bonus may not be counted as a fringe benefit.

4. Annualization of Benefit Costs

If a firm provides an electrician with $200 per month medical insurance, to calculate allowable fringe benefit credit contributions per hour, the formula ([$200 x 12 months] divided by 2080 hours = $1.15 per hour) should be used.

5. Proper Designation of Trade

A work classification on the wage decision for each worker must be made based on the actual type of work he/she performed and each worker must be paid no less than the wage rate on the wage decision for that classification **regardless** of his or her level of skill.

6. Split Classification

If a firm has employees that perform work in more than one classification, it can pay the wage rates specified for each classification ONLY if it maintains accurate time records showing the amount of time spent in each classification. If accurate time records are not maintained, these employees must be paid the highest wage rate of all the classifications of work performed by each worker. Accurate time records tracking how many hours a worker performed the work of one trade and then switched to another trade must be accounted for on a daily basis and reflected on Employer Certified Payroll accordingly.

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 (29CFR 5.5 (a) (1) (ii)).

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.

WAGE DETERMINATION APPEALS PROCESS

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

* an existing published wage determination
* a survey underlying a wage determination
* a Wage and Hour Division letter setting forth a position on a wage determination matter
* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial

contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write 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 the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write 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 by 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

4.) All decisions by the Administrative Review Board are final.

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