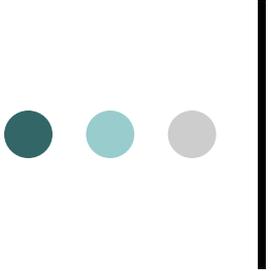


CITY OF AUSTIN PRESENTS



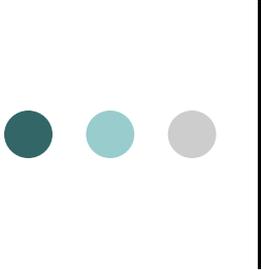
Your **partner** in capital project delivery!

Wage Rates and Payroll Reporting Section 00830



PURPOSE

- Provide an overview of our prevailing wage requirements and compliance processes.
- Identify key areas that affect the contractors' success in complying with the terms of their contract.
- Solicit feedback from you in terms of program strengths and weaknesses.



DAVIS-BACON ACT

The source of our program

The Act requires that contractors pay their laborers and mechanics minimum wages that are “based upon the wages that will be determined by the Secretary of Labor to be prevailing for the corresponding classes of laborers and mechanics”.

Bidding Requirements, Contract Forms Conditions of the Contract
WAGE RATES AND PAYROLL REPORTING
 Section 00830BC

Bidding Requirements, Contract Forms Conditions of the Contract
WAGE RATES AND PAYROLL REPORTING
 Section 00830HH

PREVAILING WAGE RATE DETERMINATION

BUILDING CONSTRUCTION TYPE

COUNTY NAME : TRAVIS

Wages based on DOL General Decision: TX130017 01/04/2013 TX17

CLASSIFICATION	RATE	FRINGES	TOTAL WAGE
Bricklayer (Excluding Caulking & Waterproofing)	\$ 13.25	\$ -	\$ 13.25
Caulkers	\$ 13.05	\$ -	\$ 13.05
Carpenter *	\$ 20.25	\$ 7.15	\$ 27.40
Carpenter (Formbuilding Only)	\$ 13.20	\$ -	\$ 13.20
Cement Mason/Concrete Finisher	\$ 10.22	\$ -	\$ 10.22
Electrician **	\$ 26.18	\$ 6.66	\$ 32.84
Elevator Mechanic*** (< 5 yrs experience)	\$ 38.22	\$ 23.535	\$ 61.76
Elevator Mechanic*** (> 5 years experience)	\$ 38.94	\$ 23.535	\$ 62.48
Floor Layer: Carpet (Soft) Floor	\$ 10.00	\$ -	\$ 10.00
Glaziers	\$ 18.37	\$ 6.43	\$ 24.80
HVAC Mechanic (Excluding Duct or Pipe Work)	\$ 11.83	\$ 1.14	\$ 12.97
Iron Workers - Structural (Excluding Metal Bldg. Erection)	\$ 20.55	\$ 4.40	\$ 24.95
Iron Worker - Reinforcing	\$ 10.00	\$ -	\$ 10.00
Laborer (Common)	\$ 7.57	\$ -	\$ 7.57
Laborer (Brick Tender)	\$ 8.00	\$ -	\$ 8.00
*Lead Paint & Asbestos Abatement	\$ 12.17	\$ -	\$ 12.17
Millwright	\$ 20.56	\$ 7.15	\$ 27.71
Painter - Brush	\$ 10.06	\$ 0.31	\$ 10.37
Painter - Drywall Finishing	\$ 9.00	\$ -	\$ 9.00
Painter - Spray	\$ 9.70	\$ 0.19	\$ 9.89
Pipefitter (Including HVAC Work)	\$ 26.25	\$ 10.18	\$ 36.43
Plumber (Excluding HVAC Work)	\$ 26.25	\$ 10.18	\$ 36.43
Power Equipment Operator - Backhoe	\$ 11.11	\$ 1.92	\$ 13.03
Power Equipment Operator - Crane	\$ 12.50	\$ 2.03	\$ 14.53
Power Equipment Operator - Front End Loader	\$ 11.33	\$ -	\$ 11.33
*Roofer	\$ 13.80	\$ -	\$ 13.80
*Roofer - Metal	\$ 14.05	\$ -	\$ 14.05
Sheet Metal Worker (Including HVAC Duct Work)	\$ 24.30	\$ 10.18	\$ 34.48
Sprinkler Fitter	\$ 14.00	\$ -	\$ 14.00
Tile Setter	\$ 13.00	\$ 1.55	\$ 14.55
Tile Setter - Finisher	\$ 10.00	\$ -	\$ 10.00
Truck Driver (Lowboy)	\$ 8.00	\$ -	\$ 8.00
Waterproof	\$ 12.13	\$ -	\$ 12.13

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

* See Page 2 for Additional Wage Information

Note: *Lead Paint & Asbestos Abatement and Roofer Classifications have been added to this Prevailing Wage

Wage Rates Payroll Reporting
Building Construction Trades

Rev. Date 01-04-13

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PREVAILING WAGE RATE DETERMINATION

HEAVY AND HIGHWAY CONSTRUCTION

COUNTY NAME: TRAVIS

Wages based on DOL General Decision:TX130016 01/04/2013 TX16

Classification	Wage Rate	Classification	Wage Rate
Agricultural Tractor Operator	\$ 12.69	Laborer, Utility	\$ 12.27
Asphalt Distributor Operator	\$ 15.55	Loader/Backhoe Operator	\$ 14.12
Asphalt Paving Machine Operator	\$ 14.36	Mechanic	\$ 17.10
Asphalt Raker	\$ 12.12	Milling Machine	\$ 14.18
Boom Truck Operator	\$ 18.36	Motor Grader Operator - Fine Grade	\$ 18.51
Broom or Sweeper Operator	\$ 11.04	Motor Grader Operator - Rough	\$ 14.63
Cement Mason/Concrete Finisher	\$ 12.56	Painter - Structures	\$ 18.34
Concrete Pavement Finishing Machine Operator	\$ 15.48	Pavement Marking Machine Operator	\$ 19.17
Crane, Hydraulic 80 tons or less	\$ 18.36	Pipelayer	\$ 12.79
Crane, Lattice Boom, 80 tons or less	\$ 15.87	Reclaimer/Pulverizer	\$ 12.88
Crane, Lattice Boom, over 80 tons	\$ 19.38	Reinforcing Steel Setter	\$ 14.00
Crawler Tractor	\$ 15.67	Roller Operator, Asphalt	\$ 12.78
Directional Drilling Locator	\$ 11.67	Roller Operator, Other	\$ 10.50
Directional Drilling Operator	\$ 17.24	Scraper Operator	\$ 12.27
Electrician	\$ 26.35	Servicer	\$ 14.51
Excavator, 50,000 lbs. or less	\$ 12.88	Spreader Box Operator	\$ 14.04
Excavator, over 50,000 lbs.	\$ 17.71	Structural Steel Worker	\$ 19.29
Flagger	\$ 9.45	Traffic Signal Installer/Light Pole Worker	\$ 16.00
Form Builder/ Setter, Structures	\$ 12.87	Trenching Machine Operator, Heavy	\$ 18.48
Form Setter - Paving & Curb	\$ 12.94	Truck Driver Tandem Axle Semi-Trailer	\$ 12.81
Foundation Drill Operator,		Truck Driver, Lowboy-Float	\$ 15.66
Truck Mounted	\$ 16.93	Truck Driver, Single Axle	\$ 11.79
Front End Loader Operator, 3CY or less	\$ 13.04	Truck Driver, Off Road Hauler	\$ 11.88
Front End Loader Operator, over 3 CY	\$ 13.21	Truck Driver, Single or Tandem Axle Dump Truck	\$ 11.68
Laborer, Common	\$ 10.50	Welder	\$ 15.97
		Work Zone Barricade Servicer	\$ 11.85

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

The Wage Compliance information detailed below was excerpted from General Decision TX20070043 or other DOL sources.

1. Additional Trade information:

Unlisted classifications needed for work not listed within the scope of the classifications listed may be added upon the advance approval of Contract Procurement. CONTRACTOR shall submit to City of Austin Contract Procurement the following: 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. Proposed trade may not be performed by any trade already listed.

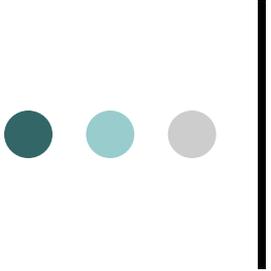
2. Wages

For overtime, the basic hourly rate listed in the contract wage determination must be used in computing pay obligations.

Wage Rates Payroll Reporting
Heavy and Highway

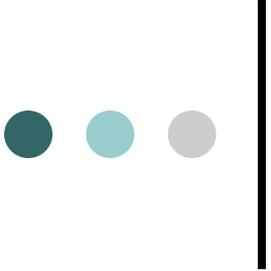
Rev. Date 01/11/2013

Page 1 of 3



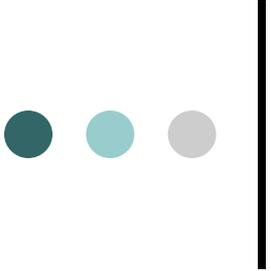
PREVAILING WAGES

- Wage determination (scale)
- Classifications
 - The nature of the work
 - No “Helpers”
 - Split classifications
 - Multiple wage determinations (5 ft. rule)
- Apprentices
 - Enrollment
 - Supervision
- Fringe Benefits



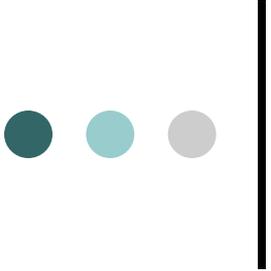
RECORD KEEPING

- Certified payroll reports
- Signed wage compliance statement
- Employee certifications
- Employee payroll deduction authorization forms
- Records availability
 - 2 working days
- Records retention
 - 3 years after substantial completion



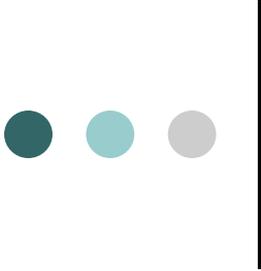
ENFORCEMENT

- Site Visits
 - Initial visit within 3 weeks of NTP
 - Wage Postings
 - Observations
 - Employee Interviews
 - Subcontractors on-site & contract laborers
- Wage audits
 - Random
 - Observation
 - Complaint
 - Federal



WAGE AUDITS

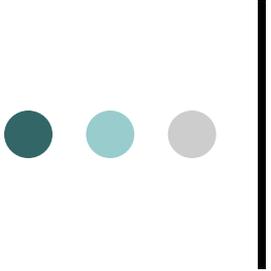
- Federally-funded projects
 - Contractor is informed at preconstruction meeting that all payroll information must be provided at the beginning of the project
 - Payrolls must be provided weekly
 - All employees must be paid not less than once weekly for the work performed the previous week
 - Federal audits are completed on a quarterly basis and continue throughout the duration of the project



PRECONSTRUCTION PACKET

Required Posters provided to Contractor

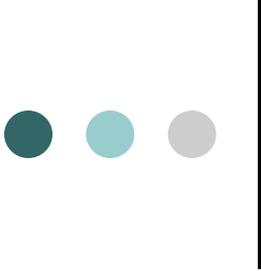
- Wage scales from Project Manual Section 00830
- Workers' Compensation – English & Spanish
- Texas Payday Law Notice – English & Spanish
- Contact & Wage Dispute Notice – English & Spanish
- Equal Employment Opportunity Notice
- Title VI
- Rest Break – English & Spanish
- Additional posters for federally-funded projects



COA EXPECTATIONS

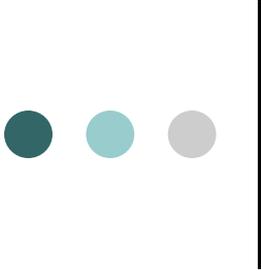
Comply with the “Conditions of the Contract”

- Ensure workers are paid proper prevailing wages
- Ensure workers are paid on time
- Ensure workers are paid time-and-a-half for overtime hours worked
- Ensure workers are classified correctly
- Ensure required posters are displayed at work site
- Ensure that payroll records and required forms are filled out and retained for three years after completion of contract



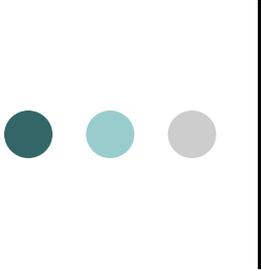
MOST COMMON ISSUES OF NON-COMPLIANCE

- Required forms are not available to Owner in a timely manner upon request.
- Postings weren't displayed properly on-site.
- Workers performed duties under more than one classification without recording time on each classification and/or without paying the higher wage rate of the multiple classifications



MOST COMMON ISSUES OF NON-COMPLIANCE

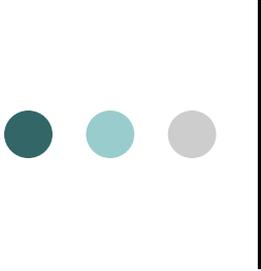
- Weekly payroll reports weren't kept or provided in a timely manner upon request by Owner of contract, including failure to provide documentation from subcontractors
- Employees' duties were misclassified.
- Contractor paid straight time for overtime hours worked.



SANCTIONS AND PENALTIES

What happens if a Contractor violates the Conditions of the Contract?

- Funds may be withheld from Prime Contractor, who can then withhold funds from the subcontractor.
- A Contractor or Subcontractor who violates their contract may be required to pay, under state Statute 2258, assessed fees in addition to any back wages due.
- Confirmed Retaliation taken by Contractor against employees who provide information during an interview or investigation on wages received may result in suspension or debarment from consideration of award on future City projects.



FREQUENTLY ASKED QUESTIONS

1. Q. Will an audit cause work to stop?

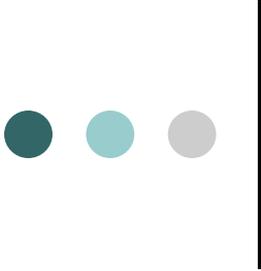
A. No. Employees will not all be interviewed at the same time; others may continue to work while interviews are taking place.

2. Q. What if workers are performing the duties of two classifications?

A. Contractor may choose to keep records of the time employees worked at each classification and pay workers accordingly, or the employees must be paid the higher wage of the multiple classifications.

3. Q. Where should records be retained for three years?

A. The contractor must decide where to store and retain payroll records. The contractor is required to retain payroll records for three years after completion of the contract, and responsible for providing copies of records to Owner within two (2) working days if requested.



FREQUENTLY ASKED QUESTIONS

4. Q. Are subcontractors required to fill out the required documents?

A. Yes. The contract requires that the Employee Certification form be filled out and signed by each of the contractor's AND subcontractors' employees. It is strongly recommended that these be filled out prior to the employee beginning work on the site.

5. Q. Is the contractor allowed to choose which workers will be interviewed?

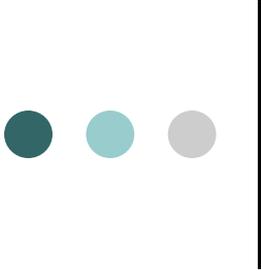
A. No. It is at the discretion and authority of the contract owner/auditor to decide which employees will be interviewed.

6. Q. Are workers allowed to decline interviews?

A. No. Employees must participate when asked to interview by the COA auditor. At this point the contractor should have notified the employees of periodic audits, and instructed them to participate.

● ● ● | Q & A





WHOM TO CONTACT

Contract Management Department

Contract Administration Division

City of Austin

505 Barton Springs Rd, Suite 1045

Austin, TX 78704

Russell Kyle

Contract Compliance Specialist, Sr.

(512) 974-1404

Andrea Pimentel

Contract Compliance Specialist

(512) 974-9377

Baldemar Maldonado

Contract Compliance Specialist

(512) 974-5629

Frank H. Mays

Division Manager

(512) 974-7051

City of Austin - WAGE AUDIT PROCESS

