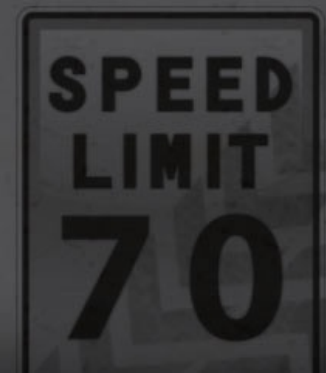




Prevailing Wage / Davis Bacon

Adam Strong
Michigan DOT – Prevailing Wage Specialist
Stronga1@Michigan.gov
(517) 719-7344



What Does Davis Bacon Require?


- A contract that contains an expressed written term that Davis Bacon applies. Generally required by loans, grants, or guarantees made by the federal government;
- A wage determination (available from sam.gov);
- The weekly payment of prevailing wages to tradespeople employed on construction projects;
- The submission of certified payroll reports to the contracting agency;
- Review and maintenance of those reports until the retention period expires.
 - Rectification of any deficiencies discovered in the review.

Who Gets it?!

Covered

- Carpenters.
- Electricians.
- Plumbers.
- Equipment Operators.
- Ironworkers.
- Laborers.
- *Truck Drivers.*
- etc.

Not Covered

- Engineers.
 - Architects.
 - Timekeepers.
 - Estimators.
 - Bona Fide Material Suppliers
 - Inspectors.
 - etc.
- 
- A decorative geometric pattern consisting of a series of interlocking, stylized 'Z' or 'W' shapes, rendered in a light gray color, located in the bottom right corner of the slide.

Common Problems

- Misclassification of workers;
- Undercounting of workers;
- Failure to pay the full prevailing wage including fringe benefits for all hours worked (including overtime hours);
- Inadequate record keeping, such as failing to record hours worked by an individual in two or more classifications during the day;
- Failure to submit certified payroll weekly;

The Paper Process

Michigan Department
Of Transportation
CP-347 (04/10)

MICHIGAN DEPARTMENT OF TRANSPORTATION CERTIFIED PAYROLL COMPLETION OF CERTIFIED PAYROLL FORM FULFILLS THE MINIMUM MDOT PREVAILING WAGE

(1) NAME OF CONTRACTOR / SUBCONTRACTOR (CIRCLE ONE)		(2) ADDRESS															
(3) PAYROLL NO. 14		(4) FOR WEEK ENDING 9-26-15															
(5) PROJECT AND LOCATION Leroy St - Fenton																	
(6) DAY AND DATE																	
<table border="1"> <tr> <th>S</th> <th>M</th> <th>T</th> <th>W</th> <th>TH</th> <th>F</th> <th>S</th> </tr> <tr> <td>20</td> <td>21</td> <td>22</td> <td>23</td> <td>24</td> <td>25</td> <td>26</td> </tr> </table>				S	M	T	W	TH	F	S	20	21	22	23	24	25	26
S	M	T	W	TH	F	S											
20	21	22	23	24	25	26											
EMPLOYEE INFORMATION		WORK CLASSIFICATION															
NAME:	Labo0465-001	O															
ETHIGEN: H/M ID #: 6824	GROUP/CLASS #: 1	S															
NAME:	Labo0465-001	O															
ETHIGEN: H/M ID #: 3023	GROUP/CLASS #: 1	S															
NAME:	Plas0514-001	O															
ETHIGEN: H/M ID #: 5887	GROUP/CLASS #: 1	S															
NAME:	Labo0465-001	O															
ETHIGEN: B/M ID #: 8636	GROUP/CLASS #: 1	S															
NAME:	Plas0514-001	O															
ETHIGEN: H/M ID #: 7859	GROUP/CLASS #: 1	S															
NAME:	Labo0465-001	O															
ETHIGEN: H/M ID #: 9219	GROUP/CLASS #: 1	S															
NAME:	Labo0465-001	O															
ETHIGEN: H/M ID #: 2783	GROUP/CLASS #: 1	S															
NAME:	Labo0465-001	O															
ETHIGEN: H/M ID #: 8947	GROUP/CLASS #: 1	S															

Michigan Department
Of Transportation
1955 (08/09)

CONTRACTOR'S CERTIFIED PAYROLL REPORT

File 111
Page 1 of 2

Contract ID 25450-120824	Week Ending 9-19-2015
Location CITY OF FENTON, GENESSE COUNTY	Prime Contractor CHAMPAGNE & MARX EXCAVATING INC

** DO NOT FORWARD WITH FULL SOCIAL SECURITY NUMBERS **

Subcontractor	Payrolls		Comments
	Worked Yes	Accepted Yes No	
ACTION TRAFFIC MATENANCE	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
ADVANCED UNDERGROUND CON:	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
CADILLAC ASPHALT	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
COBBLESTONE PAVERS	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
MARC DUTTON	<input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
EASTLUND CONCRETE	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	copy of elec copy. original sent via email to ohm
GIVE EM A BRAKE SAFETY	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
LOIS KAY CONTRACTING	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
OWEN TREE SERVICE	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
PARADIGM 2000	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
PK CONTRACTING	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
RAUHORN ELECTRIC	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/>	
RITEWAY FENCE	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
TIMMER CONSTRUCTION	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
INLAND WATERS POLLUTION	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	
EARTHWORM DRILLING	<input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/>	

Signature:

Susan Shaeffer

Date
9-28-2015

The Prime Contractor is to include this form when submitting subcontractor certified payroll (CPRs) to the Project Engineer's office each week. "Payrolls Accepted" means the CPRs have been completed as specified in the current written MDOT procedure for prevailing wage compliance oversight. Comments are required if the "no" box is checked or if the CPR week ending date differs from that at the top of the form. 5

CERTIFIED PAYROLL REVIEW CHECKLIST

Validation Description	
CONTRACT ID	PRIME/SUBCONTRACTOR
GENERAL WAGE DECISION AND DATE	PAYROLL ENDING
INSTRUCTIONS: This checklist is to be used in conjunction with MDOT Form 1954 – Certified Payroll Record Form 1954. All certified payrolls are to be date stamped upon receipt from the prime contractor. The envelope in which the certified payrolls arrive should be attached to the payroll and saved as a file record.	
Payroll Information Checklist:	
Yes	N/A
<input type="checkbox"/>	<input type="checkbox"/> Contractor's name and address with the prime or subcontractor(s) identified
<input type="checkbox"/>	<input type="checkbox"/> State contract ID numbers (contract identification)
<input type="checkbox"/>	<input type="checkbox"/> Payroll No., week ending, project location
<input type="checkbox"/>	<input type="checkbox"/> Employee full name and last four digits of social security number
<input type="checkbox"/>	<input type="checkbox"/> Identification of minority and female employees
<input type="checkbox"/>	<input type="checkbox"/> Employee's full work classification, including group or class
<input type="checkbox"/>	<input type="checkbox"/> Identification of OJTs, apprentices and program levels (%) on payrolls
<input type="checkbox"/>	<input type="checkbox"/> Daily and weekly employee hours worked in each applicable work classification
<input type="checkbox"/>	<input type="checkbox"/> Daily and weekly employee overtime (or premium) hours worked in each applicable work classification
<input type="checkbox"/>	<input type="checkbox"/> Base rate shown for each employee, overtime (or premium) rate shown when worked
<input type="checkbox"/>	<input type="checkbox"/> Project gross weekly wages
<input type="checkbox"/>	<input type="checkbox"/> Total weekly hours worked on all jobs (prevailing and non-prevailing wage)
<input type="checkbox"/>	<input type="checkbox"/> Week's gross wages for all jobs
<input type="checkbox"/>	<input type="checkbox"/> Week's itemized deductions
<input type="checkbox"/>	<input type="checkbox"/> Week's Net wages paid for all jobs
<input type="checkbox"/>	<input type="checkbox"/> Compliance statement attached
<input type="checkbox"/>	<input type="checkbox"/> Explanation of itemized deductions if needed
<input type="checkbox"/>	<input type="checkbox"/> Method of fringe benefit payment described by checking either box (4)(a) or (4)(b)
<input type="checkbox"/>	<input type="checkbox"/> Exceptions explanation for fringe benefit (4)(c)
<input type="checkbox"/>	<input type="checkbox"/> Fringe benefit package information in file and updated as needed
<input type="checkbox"/>	<input type="checkbox"/> Original signed signature
Compliance Review Checklist:	
Yes	N/A
<input type="checkbox"/>	<input type="checkbox"/> Verify work classifications reported are consistent with the work performed
<input type="checkbox"/>	<input type="checkbox"/> Verify correct wage rates are being paid
<input type="checkbox"/>	<input type="checkbox"/> Verify overtime is being paid correctly (Federal vs. State requirements)
<input type="checkbox"/>	<input type="checkbox"/> Verify that OJT and Apprentice Program documentation is in project files
<input type="checkbox"/>	<input type="checkbox"/> Compare payrolls with wage rate interviews when conducted
<input type="checkbox"/>	<input type="checkbox"/> Compare number of employees and hours worked with project documentation
REVIEWED BY :	DATE:

Checks that SSN has been entered in the format XXX-XX-####.

Checks that Wages Paid in Lieu of Fringes are equal to Rate in Lieu of Fringes times Hours Worked on This Project Only.

Payroll Dashboard

Contractor	Project	Sub To	Week End	Payroll No	Submitted	View CPR	Approved	Process Status	Select	Accept Status	Accepted
Dan's Excavating, INC.	89095 - I-96 reconstruction		2/8/2014	1	2/11/2014	PDF	2/11/2014	Certified ▼	<input type="checkbox"/>	ACCEPTED ▼	2/24/2014
Poco, Inc.	89095 - I-96 reconstruction	Dan's Excavating, INC.	2/8/2014	1	2/13/2014	PDF	2/14/2014	Certified ▼	<input type="checkbox"/>	ACCEPTED ▼	3/20/2014
Dan's Excavating, INC.	89095 - I-96 reconstruction		2/15/2014	2	2/18/2014	PDF	2/18/2014	Certified ▼	<input type="checkbox"/>	ACCEPTED ▼	2/27/2014
Dan's Excavating, INC.	89095 - I-96 reconstruction		2/22/2014	3	2/25/2014	PDF	2/25/2014	Certified ▼	<input type="checkbox"/>	ACCEPTED ▼	3/20/2014
Poco, Inc.	89095 - I-96 reconstruction	Dan's Excavating, INC.	2/15/2014	2	2/26/2014	PDF	2/27/2014	Certified ▼	<input type="checkbox"/>	ACCEPTED ▼	3/20/2014
Poco, Inc.	89095 - I-96 reconstruction	Dan's Excavating, INC.	2/22/2014	3	2/26/2014	PDF	2/27/2014	Certified ▼	<input type="checkbox"/>	ACCEPTED ▼	3/20/2014
Dan's Excavating, INC.	89095 - I-96 reconstruction		3/1/2014	4	3/4/2014	PDF	3/4/2014	Certified ▼	<input type="checkbox"/>	ACCEPTED ▼	4/2/2014
Dan's Excavating, INC.	89095 - I-96 reconstruction		3/8/2014	5	3/12/2014	PDF	3/12/2014	Certified ▼	<input type="checkbox"/>	ACCEPTED ▼	4/2/2014
Dan's Excavating, INC.	89095 - I-96 reconstruction		3/15/2014	6	3/18/2014	PDF	3/18/2014	Certified ▼	<input type="checkbox"/>	ACCEPTED ▼	4/26/2014
Poco, Inc.	89095 - I-96 reconstruction	Dan's Excavating, INC.	3/1/2014	4	3/22/2014	PDF	3/25/2014	Certified ▼	<input type="checkbox"/>	ACCEPTED ▼	4/25/2014

Final Thoughts & Questions

U.S. Dept. of Labor Links:

- [Field Operations Handbook Ch. 15](#)
- [Local Offices](#)
- [Prevailing Wage Resource Book](#)

[MDOT Prevailing Wage Website](#)



LCPtracker Contact:
Michael Drinkwine
mDrinkwine@lcptracker.com

Adam Strong

- Michigan DOT – Prevailing Wage Specialist
- Stronga1@Michigan.gov
- (517) 719-7344