



Prevailing Wage / Davis Bacon

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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.
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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

(e) EMPLOYEE INFORMATION	(f) WORK CLASSIFICATION	(g) HOUR TYPE	(h) DAY AND DATE							(i) TOTAL HOURS ON PROJECT	(j) PROJECT RATE OF PAY	(k) PROJECT RATE OF FRINGE PAY	(l) GROSS PROJECT EARNED (DOLLARS WEEKLY EARNED)	(m) TOTAL WEEKLY HOURS WORKED ALL JOBS	(n) PICA
			S	M	T	W	TH	F	S						
			20	21	22	23	24	25	26						
NAME: ...	Labo0465-001	O						.5	10.5	11	\$36.90	\$12.48	\$1,654.76	52	\$164.00
ETHIGEN: H/M ID #: 6824 NAME: ...	GROUP/CLASS #: 1 Labo0465-001	S						10	10	30	\$24.80	\$12.48	\$2,151.88	61	\$187.00
ETHIGEN: H/M ID #: 3023 NAME: ...	GROUP/CLASS #: 1 Plas0514-001	S						10	10.5	20.5	\$24.80	\$12.48	\$2,450.72	52	\$182.00
ETHIGEN: H/M ID #: 5887 NAME: ...	GROUP/CLASS #: 1 Labo0465-001	S						10	10	30	\$29.34	\$12.30	\$2,385.44	52	\$182.00
ETHIGEN: B/M ID #: 8636 NAME: ...	GROUP/CLASS #: 1 Plas0514-001	S						10	10	30	\$24.80	\$12.48	\$2,210.97	52	\$204.00
ETHIGEN: H/M ID #: 7859 NAME: ...	GROUP/CLASS #: 1 Labo0465-001	S						10	10	30	\$29.34	\$12.30	\$2,385.44	52	\$164.00
ETHIGEN: H/M ID #: 9219 NAME: ...	GROUP/CLASS #: 1 Labo0465-001	S						10	10	30	\$24.80	\$12.48	\$2,151.88	52	\$164.00
ETHIGEN: H/M ID #: 2783 NAME: ...	GROUP/CLASS #: 1 Labo0465-001	S						10	10	30	\$24.80	\$12.48	\$2,151.88	52	\$164.00
ETHIGEN: H/M ID #: 8947 NAME: ...	GROUP/CLASS #: 1 Labo0465-001	S						10	10	30	\$24.80	\$12.48	\$2,151.88	52	\$164.00

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	Checks that basic hourly rate has a value (blue field)
GENERAL WAGE DECISION AND DATE	PAYROLL ENDING	Checks that the overtime hourly rate has a value if overtime hours exist (blue field)
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 records.		Checks that the value of the hourly overtime rate is the same or higher than the amount posted for the total overtime rate entered into the prevailing wage table.
Payroll Information Checklist: Yes N/A		Checks that the double time hourly rate has a value if double time hours exist (blue field)
<input type="checkbox"/>	<input type="checkbox"/>	Checks that the total hourly rate meets the prevailing wage requirement
<input type="checkbox"/>	<input type="checkbox"/>	Checks that the gross pay all project has a value
<input type="checkbox"/>	<input type="checkbox"/>	Checks that the paycheck amount has a value. A value of zero is OK but no value is not.
<input type="checkbox"/>	<input type="checkbox"/>	Checks that the paycheck amount is equal to gross pay all projects minus total deductions
<input type="checkbox"/>	<input type="checkbox"/>	Checks that minimum wage has been met
<input type="checkbox"/>	<input type="checkbox"/>	Checks gross employee pay is equal to the hours worked times the pay rates stated in the blue fields
<input type="checkbox"/>	<input type="checkbox"/>	Checks that gross pay all projects is larger than (=>) (gross employee pay this project + wages paid in lieu of fringes)
<input type="checkbox"/>	<input type="checkbox"/>	Checks that an employee standard time is less than (<=) 40 hours
<input type="checkbox"/>	<input type="checkbox"/>	Checks that overtime pay rate is greater than (=>) 1.5 * basic hourly rate. If OT is worked.
<input type="checkbox"/>	<input type="checkbox"/>	Checks that double time pay rate is greater than (=>) 2.0 * basic hourly rate. If double time is worked.
<input type="checkbox"/>	<input type="checkbox"/>	Checks that apprentices have been approved.
Compliance Review Checklist: Yes N/A		Checks that the Total Hourly Rate Stated is sufficient.
<input type="checkbox"/>	<input type="checkbox"/>	Checks that Sunday hours worked are at double time.
<input type="checkbox"/>	<input type="checkbox"/>	Checks that the Total Deductions equals the sum of the deductions entered.
<input type="checkbox"/>	<input type="checkbox"/>	Checks that there are 'Other Deduction Notes' when there are other deductions.
<input type="checkbox"/>	<input type="checkbox"/>	Checks that employee's ethnicity has been entered.
<input type="checkbox"/>	<input type="checkbox"/>	Checks that employee's gender has been entered.
<input type="checkbox"/>	<input type="checkbox"/>	Checks that employee ID has been entered.
<input type="checkbox"/>	<input type="checkbox"/>	Checks that SSN has been entered in the format XXX-XX-####.
<input type="checkbox"/>	<input type="checkbox"/>	Checks that Wages Paid in Lieu of Fringes are equal to Rate in Lieu of Fringes times Hours Worked on This Project Only.

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 records.

Payroll Information Checklist:

- Yes N/A
- Contractor's name and address with the prime or subcontractor(s) identified
 - State contract ID numbers (contract identification)
 - Payroll No., week ending, project location
 - Employee full name and last four digits of social security number
 - Identification of minority and female employees
 - Employee's full work classification, including group or class
 - Identification of OJTs, apprentices and program levels (%) on payrolls
 - Daily and weekly employee hours worked in each applicable work classification
 - Daily and weekly employee overtime (or premium) hours worked in each applicable work classification
 - Base rate shown for each employee, overtime (or premium) rate shown when worked
 - Project gross weekly wages
 - Total weekly hours worked on all jobs (prevailing and non-prevailing wage)
 - Week's gross wages for all jobs
 - Week's itemized deductions
 - Week's Net wages paid for all jobs
 - Compliance statement attached
 - Explanation of itemized deductions if needed
 - Method of fringe benefit payment described by checking either box (4)(a) or (4)(b)
 - Exceptions explanation for fringe benefit (4)(c)
 - Fringe benefit package information in file and updated as needed
 - Original signed signature

Compliance Review Checklist:

- Yes N/A
- Verify work classifications reported are consistent with the work performed
 - Verify correct wage rates are being paid
 - Verify overtime is being paid correctly (Federal vs. State requirements)
 - Verify that OJT and Apprentice Program documentation is in project files
 - Compare payrolls with wage rate interviews when conducted
 - Compare number of employees and hours worked with project documentation

REVIEWED BY :	DATE:
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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](#)



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