

## WAGE RATES AND PAYROLL REPORTING

Section 00830HH

## WAGE RATE DETERMINATION

## Heavy and Highway

County Name: TRAVIS

Wages based on DOL General Decision: TX20200007 01/03/2020 TX19 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, and can be met using any combination of cash and non-cash qualified fringe benefits, provided the cash component is at least \$15.00/hour.**

Classification	DOL Rate For info Only	Adjusted Wage Rate Required Pursuant to City Ordinance	Total Minimum Wage Rate Required
Agricultural Tractor Operator	\$12.69	\$15.00	\$15.00
Asphalt Distributor Operator	\$15.55	\$15.55	\$15.55
Asphalt Paving Machine Operator	\$14.36	\$15.00	\$15.00
Asphalt Raker	\$12.12	\$15.00	\$15.00
Boom Truck Operator	\$18.36	\$18.36	\$18.36
Broom or Sweeper Operator	\$11.04	\$15.00	\$15.00
Cement Mason/Concrete Finisher	\$12.56	\$15.00	\$15.00
Concrete Pavement Finishing Machine Operator	\$15.48	\$15.48	\$15.48
Crane, Hydraulic, 80 tons or less	\$18.36	\$18.36	\$18.36
Crane, Lattice Boom, 80 tons or less	\$15.87	\$15.87	\$15.87
Crane, Lattice Boom, over 80 tons	\$19.38	\$19.38	\$19.38
Crawler Tractor	\$15.67	\$15.67	\$15.67
Directional Drilling Locator	\$11.67	\$15.00	\$15.00
Directional Drilling Operator	\$17.24	\$17.24	\$17.24
Electrician	\$26.35	\$26.35	\$26.35
Excavator 50,000 lbs. or less	\$12.88	\$15.00	\$15.00
Excavator, over 50,000 lbs.	\$17.71	\$17.71	\$17.71
Flagger	\$10.60	\$15.00	\$15.00
Form Builder/Form Setter - Paving & Curb	\$12.94	\$15.00	\$15.00
Form Builder/Form Setter - Structures	\$12.87	\$15.00	\$15.00
Foundation Drill Operator, Truck Mounted	\$16.93	\$16.93	\$16.93
Front End Loader Operator, 3CY or less	\$13.04	\$15.00	\$15.00
Front End Loader, over 3CY	\$13.21	\$15.00	\$15.00

**Bidding Requirements, Contract Forms Conditions of the Contract**

Laborer, Common	\$10.60	\$15.00	\$15.00
Laborer, Utility	\$12.27	\$15.00	\$15.00
Loader/Backhoe Operator	\$14.12	\$15.00	\$15.00
Mechanic	\$17.10	\$17.10	\$17.10
Milling Machine	\$14.18	\$15.00	\$15.00
Motor Grader Operator - Fine Grade	\$18.51	\$18.51	\$18.51
Motor Grader Operator, Rough	\$14.63	\$15.00	\$15.00
Painter - Structures	\$18.34	\$18.34	\$18.34
Pavement Marking Machine Operator	\$19.17	\$19.17	\$19.17
Pipelayer	\$12.79	\$15.00	\$15.00
Reclaimer/Pulverizer	\$12.88	\$15.00	\$15.00
Reinforcing Steel Setter	\$14.00	\$15.00	\$15.00
Roller Operator, Asphalt	\$12.78	\$15.00	\$15.00
Roller Operator, Other	\$10.60	\$15.00	\$15.00
Scraper Operator	\$12.27	\$15.00	\$15.00
Servicer	\$14.51	\$15.00	\$15.00
Spreader Box Operator	\$14.04	\$15.00	\$15.00
Structural Steel Worker	\$19.29	\$19.29	\$19.29
Traffic Signal Installer/Light Pole Worker	\$16.00	\$16.00	\$16.00
Trenching Machine Operator, Heavy	\$18.48	\$18.48	\$18.48
Truck Driver Tandem Axle Semi-Trailer	\$12.81	\$15.00	\$15.00
Truck Driver, Lowboy/Float	\$15.66	\$15.66	\$15.66
Truck Driver, Single Axle	\$11.79	\$15.00	\$15.00
Truck Driver, Off Road Hauler	\$11.88	\$15.00	\$15.00
Truck Driver, Single or Tandem Axle Dump	\$11.68	\$15.00	\$15.00
*Welders	\$15.97	\$15.97	\$15.97
Work Zone Barricade Servicer	\$11.85	\$15.00	\$15.00

**The Wage Compliance information detailed below was excerpted from DOL General Decision TX170016 or other 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**

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

City of Austin Ordinance No. 2016324-015 requires that construction workers are paid a minimum Wage of at least \$15.00/hour. The cash portion of their compensation must meet or exceed this amount.

**3. PROPER DESIGNATION OF TRADE**

A work classification from the Prevailing Wage Poster for each worker must be made based on the actual type of work he/she performed on the job. In summary the work performed, not the "title" determines the correct worker classification and wage. Each worker must be paid no less than the adjusted wage rate on the wage decision for that classification **regardless** of his/her level of skill (exclusive of a bona fide apprentice currently registered in a DOL approved apprentice program - proof of individual registration must be supplied in advance to the City of Austin).

**4. SPLIT CLASSIFICATION**

If a firm has employees that perform work in more than one classification, it can pay the adjusted 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 adjusted 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.

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\*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)).

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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.

**5. WAGE DETERMINATION APPEALS PROCESS**

**5.1** Has there been an initial decision in the matter? This can be:

- .1 An existing published wage determination
- .2 A survey underlying a wage determination
- .3 A Wage and Hour Division letter setting forth a position on a wage determination

matter

**.4** 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.

**5.2** 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 Determination  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W. Washington, DC 20210

**5.3** 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.

**5.4** 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

**5.5** All decisions by the Administrative Review Board are final.

**END**