



FINANCIAL SERVICES
DEPARTMENT

Construction Training Program (CTP) Overview



Introductions



FINANCIAL SERVICES
DEPARTMENT

Central Procurement Procurement Programs Division Construction Training Program



Melissa D. Pool

Procurement Manager



Michelle A. Pierre

Contract Management Supervisor II



Rosy Arenas

Program Compliance Coordinator

Agenda



FINANCIAL SERVICES
DEPARTMENT



Overview

- Development
- Requirements



Partnerships

- DOL Training Programs
- Pipeline Organizations



Compliance

- Initial Training Plan
- Monthly Training Reports



Way Ahead

- Outreach Initiatives
- Recognition

RESOLUTION NO. 20180628-061

WHEREAS, Priority Program 3 of Imagine Austin is titled “Continue to Grow Austin’s Economy by Investing in Our Workforce, Education Systems, Entrepreneurs, and Local Businesses;”

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

The Austin City Council directs the City Manager to consider and develop a proposal that would require construction contractors to ensure that a minimum percentage of construction workers on City projects with significant budgets are graduates or current students of the Department of Labor’s registered apprenticeship programs or the Department of Labor’s certified bilingual training programs.

BE IT FURTHER RESOLVED:


The City Council directs the City Manager to consider in the proposal a requirement for a minimum of 15% of workers on vertical construction projects meet the standards listed above.

BE IT FURTHER RESOLVED:

The City Council directs the City Manager to develop and present to the City Council for consideration, before the City's Corridor Construction Program's training program is implemented, proposed percentages for horizontal construction projects.

M E M O R A N D U M

TO: Mayor and Council

FROM: Rolando Fernandez Jr., Capital Contracting Officer 

DATE: November 2, 2018

SUBJECT: Resolution 20180628-061 on Apprenticeship Requirement

A minimum of 15% of workers on vertical construction projects are graduates or current students of the Department of Labor's (DOL) registered apprenticeship or bilingual training programs.

Develop and present program for horizontal construction projects.

Workforce Development Pipeline.

Program Requirements

Construction Budget	Trainee Requirement	Trainees must be a Current Enrollee, or Graduate* of a COA-Approved:
\$500K - \$2.5M	2	<ul style="list-style-type: none"> • Pipeline Organization or • DOL-Registered/Approved/Certified Apprenticeship, OJT, or Bilingual Training Program
Over \$2.5M - \$5M	4	<ul style="list-style-type: none"> • Pipeline Organization or • DOL-Registered/Approved/Certified Apprenticeship, OJT, or Bilingual Training Program
Over \$5M - \$10M	6	<ul style="list-style-type: none"> • Pipeline Organization or • DOL-Registered/Approved/Certified Apprenticeship, OJT, or Bilingual Training Program
Over \$10M	15% of Total Workforce	<ul style="list-style-type: none"> • DOL-Registered/Certified Apprenticeship or Bilingual Training Program for Vertical (BC) Projects • DOL-Approved/Certified OJT or Bilingual Training Program for Horizontal (HH) Projects

*Regardless of estimated construction cost, no more than 50% of trainees can be graduates of a DOL-Registered/Approved/Certified Program

Program Requirements



For All Projects \$500K and Above

- Determine if current employees are enrolled, or a graduate of the following DOL Training Programs:
 - DOL-Registered Apprenticeship Program (for Vertical Projects)
 - DOL-Approved OJT Program (for Horizontal Projects)
 - DOL-Certified Bilingual Training Program (for Vertical and Horizontal Projects)
- Select participants currently enrolled in one of the above programs
- Enroll current employees in one of the above programs

(These are the only options for above \$10M)

For \$10M and Below Contracts

- Augmenting current staff with personnel from the Pipeline Organizations
- Upskilling current employees with training provided by the Pipeline Organizations

Chart A as outlined in Section 00840

1. Material Cost vs. Labor Cost
2. Scope of Work
3. Schedule of Values (a comprehensive list of work for a particular project)
4. Project Duration and Schedule
5. Unique Aspects of the Project
6. Available training programs for the specific training plan
7. Workforce determined by the number of workers that will be on the project enough days to establish a training program

DOL Training Programs



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PLUMBERS & PIPEFITTERS
LOCAL 286
★ CENTRAL TEXAS ★



INDEPENDENT ELECTRICAL
CONTRACTORS



Laborers'
International
Union of
North America

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DOL Training Programs



Apprenticeship/OJT/Bilingual Training Program Information				POC Information			
	Organization	Focus Areas	Organization Website	Contact Name	Title	Email Address	Phone Number
1	Associated Builders and Contractors, Inc. Central Texas 823 Congress Ave. #230 Austin, TX 78701	• Open Shop Plumbers, Pipefitters, HVAC, and Sheet Metal Workers	http://www.abccentraltexas.org/	Jennifer Flores	Director of Education	jflores@abccentraltexas.org	(512) 719-5263
2	Associated General Contractors of Texas 300 Barton Springs Road Austin, TX 78704	• Registers Employees in OJT Program for Heavy/ Highway Projects, Tracks Hours, Maintains Records, Presents Certificate Upon Completion	https://agctx.org/	Melanie Nickolyn	Administrative Assistant	mnickolyn@agctx.org	(512) 478-4691
3	Austin Area Plumbers & Pipefitters JATC 814 Airport Blvd. Austin, TX 78702	• Plumbers • Pipefitters • Welders • HVAC • MC3 Training (Pre-Apprentice Training)	https://local286.org/	Joe Cooper	Training Director	jcooper@local286.org	(512) 571-7390
4	Austin Electrical JATC 4000 Caven Road Austin, TX 78744	• Commercial & Industrial Electricians	https://austineta.org/	Gabe Flores	Training Director	gabe.flores@austineta.org	(512) 389-3024

Pipeline Organizations



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AUSTIN
SAFETY COUNCIL



BuildWitt

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INDEPENDENT ELECTRICAL
CONTRACTORS



Pipeline Organizations



	Organization Information			POC Information			
	Organization Name	Focus Area	Organization Website	Contact Name	Title	Email Address	Phone Number
1	American YouthWorks / YouthBuild Austin 1901 E. Ben White Blvd. SRVD EB Austin, TX 78741	<ul style="list-style-type: none"> American YouthWorks' YouthBuild Austin is a DOL Pre-apprenticeship program that provides hands-on construction training, OSHA safety, and employment readiness training. This organization serves as a holistic youth services program that combines academics with career training, leadership development, and community service opportunities at no cost to the student. Additional areas of training can be provided upon request of the contractor. 	https://americanyouthworks.org	Allison Brandt	YouthBuild Employer Engagement Specialist	abrandt@americanyouthworks.org	(512) 375-1294
2	Associated Builders and Contractors (ABC), Inc. Central Texas 823 Congress Ave. #230 Austin, TX 78701	<ul style="list-style-type: none"> ABC is a commercial and industrial construction trade association dedicated to improving safety in the workplace. This company provides training to a contractor's current workforce in the following areas: OSHA 10 & 30, NCCER CORE, Blueprint and Construction Document Reading, Field Safety, Safety Technology and other areas upon request. ABC also offers Craft Training in the areas of HVAC, Plumbing, Pipefitting, and Sheet Metal. 	http://www.abccentraltexas.org/	Jennifer Flores	Director of Education	jflores@abccentraltexas.org	(512) 719-5263

Compliance



FINANCIAL SERVICES DEPARTMENT
PROCUREMENT PROGRAMS DIVISION
CONSTRUCTION TRAINING PROGRAM(CTP)

Date: _____

SECTION III. Trainee Information

Trainee types for use in section below: Apprentice (A), Apprenticeship Graduate (AG), On the Job Trainee (OJT), OJT Graduate (OG), Construction Ready (CR), Bilingual Program (BP), Bilingual Program Graduate (BPG), Upskilled Employee (UE)

Trainee's Wage Classification	# of Trainees per Classification	Type of Trainee	Training Organization	Approximate Start Date	Requirement Fulfilled By

SECTION IV. Submission and Approval

GENERAL CONTRACTOR INFORMATION		FOR USE BY CITY OF AUSTIN CONSTRUCTION TRAINING PROGRAM STAFF	
Full Name: <input type="text"/>			
Signature: <input type="text"/>		Full Name: <input type="text"/>	Position: <input type="text"/>
Date: <input type="text"/>	Frequency of Training Report: <input type="text"/> <input type="button" value="v"/>	Signature: <input type="text"/>	
NOTE: First Training Report will be due within 30 calendar days of NTP		Date: <input type="text"/>	<input type="checkbox"/> Approved <input type="checkbox"/> Disapproved
Remarks: <input type="text"/>			

Compliance



FINANCIAL SERVICES DEPARTMENT
PROCUREMENT PROGRAMS DIVISION
CONSTRUCTION TRAINING PROGRAM(CTP)

Training Report

Date: _____

Start of Reporting Period: _____

End of Reporting Period: _____

SECTION I. Project Information

SECTION II. Trainee Participation

Trainee types for use in section below: Apprentice (A), Apprenticeship Graduate (AG), On the Job Trainee (OJT), OJT Graduate (OG), Construction Ready (CR), Bilingual Program (BP), Bilingual Program Graduate (BPG), Upskilled Employee (UE)

Last Name	First Name	Last Four of SSN	Residential Zip Code	Wage Classification	Training Organization	Type of Trainee	Employed By	Hours Worked
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SECTION III. Trainee Status Change

This section is for use only when there is a change to the status of a trainee (example: promotion, termination, etc.)

SECTION IV. Validation and Approval

GENERAL CONTRACTOR VALIDATION STATEMENT

I validate the information provided in this Training Report is accurate.

FOR USE BY CITY OF AUSTIN

CONSTRUCTION TRAINING PROGRAM STAFF

General Contractor Representative's Full Name:

Full Name:

Position:

General Contractor Representative's Phone Number:

Signature:

General Contractor Representative's Email Address:

Date:

☐ Approved ☐ Disapproved

Signature:

Date:

Remarks:

Next Training Report Due:

- GC determines if they or their Subcontractors currently have personnel who meet the requirements of a trainee
- GC reaches out to appropriate Training Organization to determine cost
- GC includes cost associated with acquiring services of the Training Organization into their Bid/Proposal
- GC submits the Training Plan for approval
- GC submits the monthly Training Reports

Outreach Initiatives



FINANCIAL SERVICES
DEPARTMENT



**FINANCIAL SERVICES DEPARTMENT
PROCUREMENT PROGRAMS DIVISION
CONSTRUCTION TRAINING PROGRAM (CTP)**

REGISTER NOW

**TUESDAY, FEBRUARY 7, 2023
10:00AM - 12:00PM**

CTP In-Person Event

**PDC EVENT CENTER
6310 WILHELMINA DELCO DRIVE
AUSTIN, TX 78752**

- Learn about Program Requirements and Updates
- Meet with the Authorized Training Organizations
- Network with General Contractors and Subcontractors

Contact Michelle Pierre for Additional Information:
michelle.pierre@austintexas.gov
(808) 594-6375

A graphic illustration of a construction crane on the left and a city skyline on the right, both in white lines against a dark background.

Outreach Initiatives



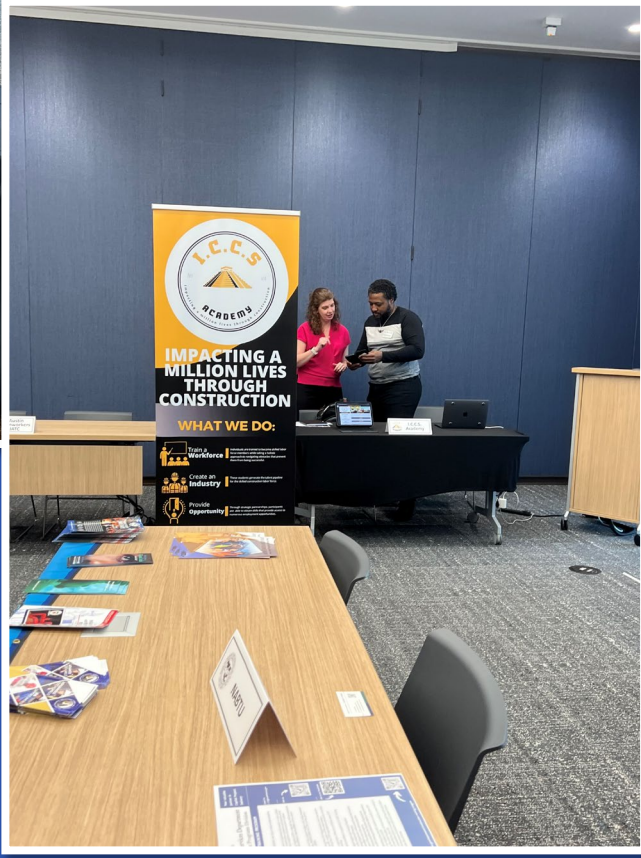
Laborers'
International
Union of
North America

LiUNA!

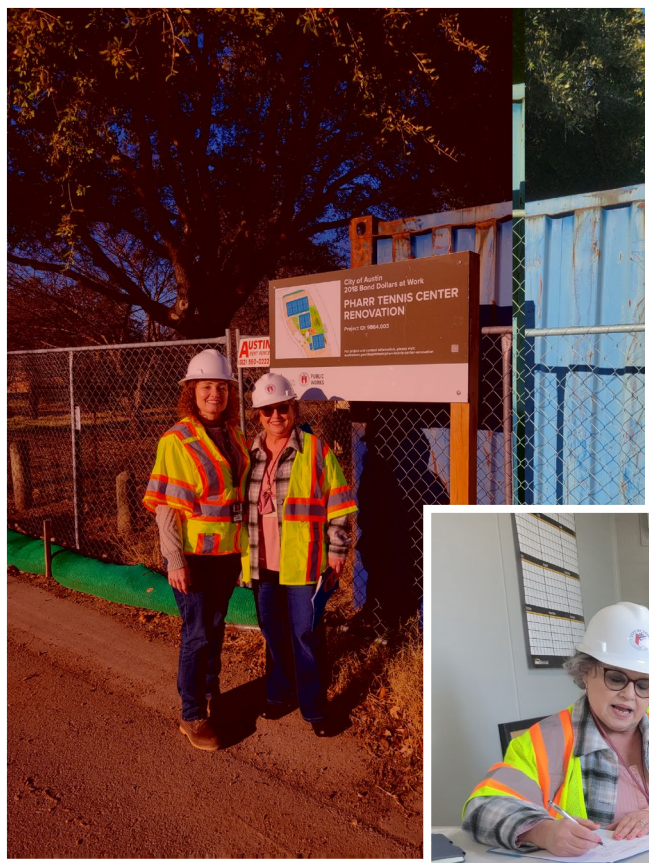
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Outreach Initiatives



Recognition





THE CTP SPOTLIGHT

FEBRUARY 2023

Financial Services Department
Procurement Programs Division
Construction Training Program

By Michelle Pierre, Contract Management Supervisor II
& Rosy Arenas, Program Compliance Coordinator

Training Organization Spotlight

Since the City of Austin's implementation of the Construction Training Program (CTP) in 2019, I.C.C.S. Academy has served as a valued partner, and their goal is to impact a million lives through construction. Over the past year, they have partnered with five General Contractors working on City projects with CTP requirements, and have trained 36 personnel. Of the 36 personnel, 16 are enrolled in a DOL-Registered Apprenticeship Program for Construction Craft Laborers, while the remaining 20 completed pre-apprentice training courses. Over 61,000 hours of training have been completed thus far, with courses being divided into three categories: general employability, safety, and construction basics. Over the next six months, these trainees are expected to complete approximately 31,500 hours of additional training.

Additionally, trainees are provided access to the Director of Wraparound Services, Carl Burnside, who provides a cross-system of home-based care. The Wraparound Program at I.C.C.S. Academy utilizes, individualized and case-coordination strategies for personnel with emotional, vocational, educational, and behavioral needs. This service is based on solutions, and designed to focus on the whole person, while addressing the socioeconomic factors that influence how they think and act.

Contractor Spotlight

Over the past few years, Muñiz Concrete & Contracting Inc. has worked on several projects with CTP requirements, including the Pharr Tennis Center Renovations, currently in progress. Kevin Muñiz, a Project Manager with Muñiz Concrete & Contracting Inc., oversees this project and has seen first-hand how beneficial the training required by the CTP has been for their company. Not only does it "contribute to a more skilled workforce," Kevin explained, "it also broadens the perspective of the crews who have trained together and improves their ability to think through complex situations." When asked what Kevin would tell someone considering a career in the construction industry, he stated, "it offers great opportunities for advancement and the ability to learn multiple diverse trades."



Kevin Muñiz

JJG Development and MDX Safety Training were selected to partner with Muñiz Concrete & Contracting Inc., both of which were able to "customize the training based on the company's needs," Kevin stated. A course on Preventative Maintenance for Heavy Vehicles was instructed by Josh Gibbs from JJG Development, while Jose Leos and his team from MDX Safety Training conducted courses on Excavation Awareness, Flagging Training, Modular Construction Communication Techniques, Skid Steer Training, and Mini Excavator Training, just to name a few.

In the Training Organization Spotlight



In the Contractor Spotlight



In the Trainee Spotlight



FRANCISCO BOCANEGRA

Supervisor
Pre-Apprentice Trainee
Pharr Tennis Center
Renovation Project



By Michelle Pierre, Contract Management Supervisor II
& Rosy Arenas, Program Compliance Coordinator

Trainee Spotlight

FRANCISCO BOCANEGRA



Francisco is a Supervisor at the Pharr Tennis Center Renovations with Muñiz Concrete & Contracting Inc. and is currently enrolled in the CTP. Francisco has completed OSHA 10 & 30, multiple machine operator and safety courses, First Aid/CPR Training, and is currently taking an English course to improve his proficiency. Of the courses Francisco has completed, he liked the machine operator courses best because he said they allowed him "to feel more confident and secure in operating the equipment."

Before starting work with Muñiz Concrete & Contracting Inc. five years ago, Francisco worked long hours in a restaurant as a cook for many years, which did not allow him enough time with his family. He really enjoys working in the construction industry, especially operating the machines and working on street projects. This career change has also allowed Francisco to buy a home, which he is very proud to provide for his family. He hopes to one day become a General Contractor, but when asked what he liked most about working for Muñiz Concrete & Contracting Inc., Francisco said, "steady work, employee benefits like medical, overtime pay, and bonuses, plus the learning opportunities, and the fiestas."

"To be successful, you have to keep a positive attitude."

FRANCISCO BOCANEGRA

TIPS &

TRAINING COST

Because the CTP is a contractual requirement, contractors can include the cost associated with the program into their bid/proposal.



BUILDING PARTNERSHIPS

Establishing a partnership with the approved training organizations early will not only assist with meeting compliance, it will ensure the participants are appropriately trained.



PROGRAM RESOURCES

A CTP Information Guide and a list of Frequently Asked Questions can be found at the link below:

<http://austintexas.gov/department/construction-training-program>

or by scanning the QR Code



Benefits

SKILLED WORKFORCE

Having a skilled workforce improves problem-solving skills, promotes positive work relationships, and enhances an employee's commitment to their company.



VALUED WORKFORCE

Multiple studies suggest that employees who feel valued within their organization, outperform those who do not. The training and development of employees is just one way to make them feel like valued members of the team.

PRODUCTIVE WORKFORCE

Increased productivity by employees of a skilled workforce improves long-term profitability by lessening errors and allows for tasks to be proficiently completed in a timely manner. Furthermore, it promotes productivity by decreasing employee turnover and the need for them to take sick days.



**Thank you for the
privilege of your time!**

Michelle A. Pierre

**City of Austin, Financial Services Department
Central Procurement
Construction Training Program**



CTP@AUSTINTEXAS.GOV



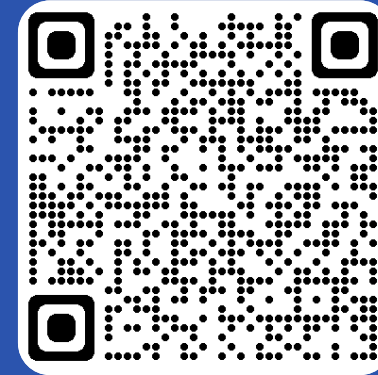
michelle.pierre@austintexas.gov



(808) 594-6375



**FINANCIAL SERVICES
DEPARTMENT**



Newly Added CTP Information & Resources

- **Training Organization Contact Lists**
- **CTP Information Guide**
- **CTP Frequently Asked Questions**
- **CTP Compliance Tips & Benefits**
- **CTP Spotlight**
- **Updated Fillable Forms**
- **Virtual Event Videos & Slides**

<http://austintexas.gov/departments/construction-training-program>



FINANCIAL SERVICES
DEPARTMENT

Wage Theft Contractor Training



Introductions



Sean Forkner
Wage Theft Coordinator
sean.forkner@austintexas.gov
512-974-8034



Miranda Erlanson
Training Coordinator
Contract Management Specialist II
miranda.erlanson@austintexas.gov
512-974-2020

Wage Theft Ordinance

The City of Austin amended City Code Title 4 (Business Regulation and Permit Requirements) by establishing Wage Theft standards in the City; and authorizing the Wage Theft Coordinator to take action against a city contractor that violates the terms of its city contract.

The City has an interest in economic and workforce development and ensuring that workers receive full payment for the services they provide to employers. Violations of wage laws by employers within the City harm workers and the City's ability to grow its economy and its workforce, and such activity constitutes criminal conduct in some cases.

The Wage Program and Wage Theft Coordinator monitor contractual wage compliance, including visiting work sites, auditing (1) payroll, (2) wage rate and (3) employee records, and investigating complaints.



Construction

&



Non-Construction

Contractor Responsibilities

The Wage Theft Contractor training course is required to be completed within 30 days of being awarded a contract.

This is a mandatory training course for all City of Austin vendors. Vendors will retake this course every 2 years.

Provide a signed certification letter.

All vendors must sign a letter certifying they have not been adjudicated for wage violations within the last 5 years.



Examples of Wage Theft

- Not being paid minimum wage or Living Wage.
- Not being paid the proper Prevailing Wage.
- Not being paid overtime.
- Not being paid at all.
- Not being paid the amount promised.
- Not receiving final wages in a timely manner.
- Not being paid tips.
- Not being reimbursed for covering employer's expenses.



WAGE THEFT IS NOT RECEIVING FULL PAYMENT FOR WORK



- Having unauthorized deductions from paycheck.
 - Bounced paychecks.
 - Working off the clock.
 - Being misclassified as an apprentice or wrong trade.
 - Being misclassified as an independent contractor.
-

Wage Theft

Wage Theft Law Examples

Fair Labor Standards Act

- Investigated by Dept. of Labor

Texas Payday Law, Labor Code Ch. 61

- Investigated by Texas Workforce Commission

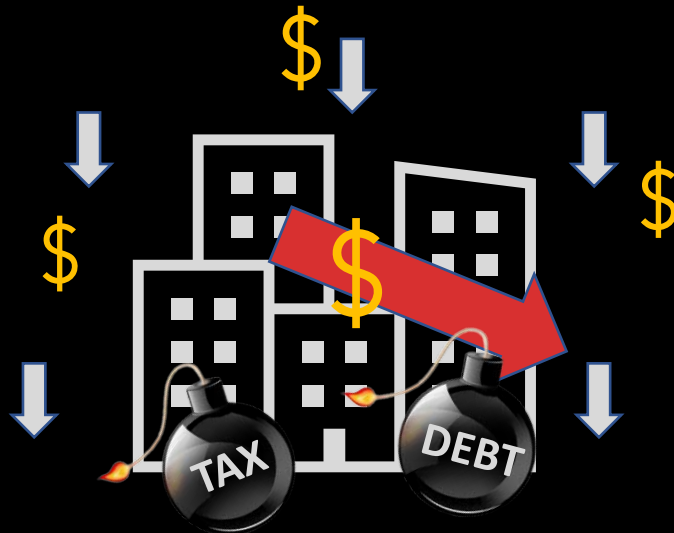
Texas Penal Code § 31.04. Theft of Service

- Investigated by DA's office



Victims of Wage Theft

- Workers
- Their Families
- Their Communities
- All of Us



Impacts of Wage Theft

- Workers and their families cannot pay their bills
- Businesses lose revenue
- Communities lose tax dollars
- Community services are reduced

“Wage theft not only harms Texas workers and their families but also saps state and local governments of much needed tax revenues and undercuts honest, local businesses that play by the rules.”

austintexas.gov



Wage Compliance



- Wage compliance involves monitoring active City of Austin construction projects to verify compliance by the Contractor with Section 00830 of the Contract Documents, which covers Wage Rates and Payroll Reporting.
- All hourly laborers and mechanics working on these projects must be paid at least the **prevailing wage** for their trade, as set by the U.S. Dept. of Labor, or the City of Austin minimum wage as established by City Ordinance, whichever is higher.
- City personnel enforce compliance by visiting the project site, requiring display of wage postings and conducting wage audits.
- Any project receiving Federal funding is subject to continuous quarterly audits throughout its duration.

Construction – Prevailing Wage

Wage Rates and Payroll Reporting – Section 00830



Contractors shall keep records showing –

- **Name-address-occupation** of workers employed by the CONTRACTOR or subcontractor(s).
- **Employee Certification** (written) with wage classification agreed to by all laborers and mechanics signed by the employee and a witness.
- **Payroll Deduction Authorization Form**
- **CONTRACTOR** provides copies of records within two (2) working days upon request. Payroll records maintained during Contract and preserved for 3 years.
- **A Statement of Compliance**, a signed letter that accompanies payroll records.

Construction – Prevailing Wage

Wage Rate Classification Types



BC – Building Construction



HH – Heavy/Highway

Building Construction

Bidding Requirements, Contract Forms Conditions of the Contract

WAGE RATES AND PAYROLL REPORTING

Section 00830BC

WAGE RATE DETERMINATION

Building Construction Type

County Name: TRAVIS

Wages based on DOL Prevailing Wage Rate General Decision: TX20230271 06/16/2023
and City of Austin Ordinance #20160324-015 Resolution #20160324-020

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 \$20.00/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)	\$ 28.10	\$ 28.10	\$ 8.29	\$ 36.39
Boilermaker	\$ 29.47	\$ 29.47	\$ 24.10	\$ 53.57
Bricklayer	\$ 20.07	\$ 20.07	\$ -	\$ 20.07
Carpenter	\$ 26.00	\$ 26.00	\$ 9.12	\$ 35.12
Carpenter (Acoustical Ceiling Installation only)	\$ 14.00	\$ 20.00	\$ -	\$ 20.00
Carpenter (Form Work Only)	\$ 15.62	\$ 20.00	\$ 0.05	\$ 20.05
Cement Mason/Concrete Finisher	\$ 15.71	\$ 20.00	\$ -	\$ 20.00
Drywall Finisher/Taper	\$ 17.06	\$ 20.00	\$ 4.43	\$ 24.43
Drywall Hanger and Metal Stud Installer	\$ 17.47	\$ 20.00	\$ 3.45	\$ 23.45
Electrical Installer (Sound and Communication Systems, Excluding Wiring)	\$ 18.00	\$ 20.00	\$ 2.30	\$ 22.30
** Electrician (Excludes Installation of Sound and Communication Systems)	\$ 31.52	\$ 31.52	\$ 9.20	\$ 40.72
***Elevator Mechanic	\$ 47.28	\$ 47.28	\$ 37.335	\$ 84.615
Floor Layer (Carpet)	\$ 21.88	\$ 21.88	\$ -	\$ 21.88
Glazier	\$ 12.83	\$ 20.00	\$ -	\$ 20.00
HVAC Mechanic (HVAC Unit Installation Only)	\$ 23.78	\$ 23.78	\$ 6.89	\$ 30.67
Ironworker, Ornamental	\$ 26.76	\$ 26.76	\$ 7.88	\$ 34.64
Ironworker, Reinforcing	\$ 12.27	\$ 20.00	\$ -	\$ 20.00
Ironworker, Structural	\$ 20.73	\$ 20.73	\$ 5.24	\$ 25.97
*Lead Paint or Asbestos Abatement Worker	*	\$ 20.00	\$ -	\$ 20.00
Laborer, Common or General	\$ 11.44	\$ 20.00	\$ -	\$ 20.00
Laborer, Mason Tender - Brick	\$ 12.22	\$ 20.00	\$ -	\$ 20.00
Laborer, Mason Tender - Cement/Concrete	\$ 11.85	\$ 20.00	\$ -	\$ 20.00
Laborer, Pipelayer	\$ 12.45	\$ 20.00	\$ -	\$ 20.00
Laborer, Roof Tearoff	\$ 11.28	\$ 20.00	\$ -	\$ 20.00
Operator, Backhoe/Excavator/Trackhoe	\$ 19.43	\$ 20.00	\$ 3.49	\$ 23.49

Bidding Requirements, Contract Forms Conditions of the Contract

Operator, Bobcat/Skid Steer/Skid Loader	\$ 13.00	\$ 20.00	\$ -	\$ 20.00
Operator, Bulldozer	\$ 14.00	\$ 20.00	\$ -	\$ 20.00
Operator, Crane	\$ 34.85	\$ 34.85	\$ 9.85	\$ 44.70
Operator, Drill	\$ 14.50	\$ 20.00	\$ -	\$ 20.00
Operator, Forklift	\$ 16.64	\$ 20.00	\$ 6.26	\$ 26.26
Operator, Grader/Blade	\$ 19.30	\$ 20.00	\$ -	\$ 20.00
Operator, Loader	\$ 14.00	\$ 20.00	\$ -	\$ 20.00
Operator, Mechanic	\$ 18.75	\$ 20.00	\$ 5.12	\$ 25.12
Operator, Paver (Asphalt, Aggregate, and Concrete)	\$ 16.03	\$ 20.00	\$ -	\$ 20.00
Operator, Roller	\$ 11.25	\$ 20.00	\$ -	\$ 20.00
Painter (Brush, Roller, and Spray, Excludes Drywall Finishing/Taping)	\$ 18.76	\$ 20.00	\$ 6.35	\$ 26.35
Pipefitter (Including HVAC Pipe Installation)	\$ 34.15	\$ 34.15	\$ 15.77	\$ 49.92
Plumber, Excludes HVAC Pipe Installation	\$ 23.57	\$ 23.57	\$ 6.37	\$ 29.94
Roofer	\$ 12.00	\$ 20.00	\$ -	\$ 20.00
*Roofer, Metal	\$ 14.05	\$ 20.00	\$ -	\$ 20.00
Sheet Metal Worker (Excluding HVAC Duct Installation)	\$ 28.35	\$ 28.35	\$ 15.56	\$ 43.91
Sheet Metal Worker (HVAC Duct Installation)	\$ 28.35	\$ 28.35	\$ 15.56	\$ 43.91
Sprinkler Fitter (Fire Sprinklers)	\$ 34.60	\$ 34.60	\$ 23.30	\$ 57.90
Tile Finisher	\$ 11.32	\$ 20.00	\$ -	\$ 20.00
Tile Setter	\$ 16.35	\$ 20.00	\$ -	\$ 20.00
Truck Driver, Dump Truck	\$ 12.39	\$ 20.00	\$ 1.18	\$ 21.18
Truck Driver, Flatbed Truck	\$ 19.65	\$ 20.00	\$ 8.57	\$ 28.57
Truck Driver, Semi-Trailer Truck	\$ 12.50	\$ 20.00	\$ -	\$ 20.00
Truck Driver, Water Truck	\$ 12.00	\$ 20.00	\$ 4.11	\$ 24.11
Waterproofor	\$ 16.30	\$ 20.00	\$ 0.06	\$ 20.06

<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 TX20230271 or other sources.

1. ADDITIONAL TRADE INFORMATION

**Electricians - Including low voltage wiring for computers, fire/smoke alarms.

***Elevator Mechanics - 6% under 5 years based on regular hourly rate for all hours worked. 8% over 5 years based on regular hourly rate for all hours worked as Vacations Pay Credit. Also, must be paid for 8 holidays - New Year's 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.

SPLIT CLASSIFICATION:

- Employees that perform work in more than one classification, can be paid wage rates specified for each classification ONLY with records showing 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.

Heavy Highway

Bidding Requirements, Contract Forms Conditions of the Contract

WAGE RATES AND PAYROLL REPORTING

Section 00830HH

WAGE RATE DETERMINATION

Heavy and Highway

County Name: TRAVIS

Wages based on DOL General Decision: TX20230007 01/06/2023 and City of Austin Ordinance #20160324-015 Resolution #20160324-020

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 \$20.00/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	\$20.00	\$20.00
Asphalt Distributor Operator	\$15.55	\$20.00	\$20.00
Asphalt Paving Machine Operator	\$14.36	\$20.00	\$20.00
Asphalt Raker	\$12.12	\$20.00	\$20.00
Boom Truck Operator	\$18.36	\$20.00	\$20.00
Broom or Sweeper Operator	\$11.04	\$20.00	\$20.00
Cement Mason/Concrete Finisher	\$12.56	\$20.00	\$20.00
Concrete Pavement Finishing Machine Operator	\$15.48	\$20.00	\$20.00
Crane, Hydraulic, 80 tons or less	\$18.36	\$20.00	\$20.00
Crane, Lattice Boom, 80 tons or less	\$15.87	\$20.00	\$20.00
Crane, Lattice Boom, over 80 tons	\$19.38	\$20.00	\$20.00
Crawler Tractor	\$15.67	\$20.00	\$20.00
Directional Drilling Locator	\$11.67	\$20.00	\$20.00
Directional Drilling Operator	\$17.24	\$20.00	\$20.00
Electrician	\$26.35	\$26.35	\$26.35
Excavator 50,000 lbs. or less	\$12.88	\$20.00	\$20.00
Excavator, over 50,000 lbs.	\$17.71	\$20.00	\$20.00
Flagger	\$9.45	\$20.00	\$20.00
Form Builder/Form Setter - Paving & Curb	\$12.94	\$20.00	\$20.00
Form Builder/Form Setter - Structures	\$12.87	\$20.00	\$20.00
Foundation Drill Operator, Truck Mounted	\$16.93	\$20.00	\$20.00
Front End Loader Operator, 3CY or less	\$13.04	\$20.00	\$20.00
Front End Loader, over 3CY	\$13.21	\$20.00	\$20.00

Bidding Requirements, Contract Forms Conditions of the Contract

Laborer, Common	\$10.50	\$20.00	\$20.00
Laborer, Utility	\$12.27	\$20.00	\$20.00
Loader/Backhoe Operator	\$14.12	\$20.00	\$20.00
Mechanic	\$17.10	\$20.00	\$20.00
Milling Machine	\$14.18	\$20.00	\$20.00
Motor Grader Operator - Fine Grade	\$18.51	\$20.00	\$20.00
Motor Grader Operator, Rough	\$14.63	\$20.00	\$20.00
Painter - Structures	\$18.34	\$20.00	\$20.00
Pavement Marking Machine Operator	\$19.17	\$20.00	\$20.00
Pipelayer	\$12.79	\$20.00	\$20.00
Reclaimer/Pulverizer	\$12.88	\$20.00	\$20.00
Reinforcing Steel Setter	\$14.00	\$20.00	\$20.00
Roller Operator, Asphalt	\$12.78	\$20.00	\$20.00
Roller Operator, Other	\$10.50	\$20.00	\$20.00
Scraper Operator	\$12.27	\$20.00	\$20.00
Servicer	\$14.51	\$20.00	\$20.00
Spreader Box Operator	\$14.04	\$20.00	\$20.00
Structural Steel Worker	\$19.29	\$20.00	\$20.00
Traffic Signal Installer/Light Pole Worker	\$16.00	\$20.00	\$20.00
Trenching Machine Operator, Heavy	\$18.48	\$20.00	\$20.00
Truck Driver Tandem Axle Semi-Trailer	\$12.81	\$20.00	\$20.00
Truck Driver, Lowboy/Float	\$15.66	\$20.00	\$20.00
Truck Driver, Single Axle	\$11.79	\$20.00	\$20.00
Truck Driver, Off Road Hauler	\$11.88	\$20.00	\$20.00
Truck Driver, Single or Tandem Axle Dump	\$11.68	\$20.00	\$20.00
*Welders	\$15.97	\$20.00	\$20.00
Work Zone Barricade Servicer	\$11.85	\$20.00	\$20.00

The Wage Compliance information detailed below was excerpted from DOL General Decision TX20230007 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.

Multiple Wage Determinations on a Project

- If both BC and HH wage rates are in a contract, BC rates must be used for any work performed within 5 feet of the perimeter of the structure. HH rates apply only to work outside this area.

“Helper” Wage Classifications

- Only those classifications listed in the contract will be recognized by the City. “Helper” is not a recognized classification. An employee designated as an electrician’s helper who is observed running wires of any type or making connections must be paid as a journeyman electrician, for example.

Apprentices

Apprentice Wage Rates

Apprentices are eligible for reduced wages. These wage rates are set by the apprenticeship program and represent a percentage of the journeyman rate based on what level they are in the program. Fringe benefit amounts are the same at all levels.

** Electrician (Excludes Installation of Sound and Communication Systems)	\$ 31.52	\$ 31.52	\$ 9.20	\$ 40.72
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50% 1st year

55% 1st year, 2nd 6 months

60% 2nd year

70% 3rd year

75% 4th year

80% 5th year

Department of Labor registered apprenticeships

Only those apprenticeship programs recognized by the U.S. Department of Labor satisfy the City's contract requirements. In-house apprenticeship programs do not meet this requirement unless they are recognized by the U.S. Department of Labor.

No "Helper" Wage Classifications

Only those classifications listed in the contract will be recognized by the City. "Helper" is not a recognized classification. An employee designated as an electrician's helper who is observed running wires of any type or making connections must be paid as a journeyman electrician, for example.

Certified Payroll

U.S. Department of Labor
Wage and Hour Division

PAYROLL

(For Contractor's Optional Use; See Instructions at www.dol.gov/whd/forms/wh347instr.htm)



Rev. Dec. 2008

OMB No.:1235-0008
Expires: 07/31/2024

NAME OF CONTRACTOR ☐ OR SUBCONTRACTOR ☐

ADDRESS

Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number.

PAYROLL NO.

FOR WEEK ENDING

PROJECT AND LOCATION

PROJECT OR CONTRACT NO.

[illegible]

While completion of Form WH-347 is optional, it is mandatory for covered contractors and subcontractors performing work on Federally financed or assisted construction contracts to respond to the information collection contained in 29 C.F.R. §§ 3.3, 5.5(a) (40 U.S.C. § 3145) and subcontractors performing work on Federally financed or assisted construction contracts to "furnish weekly a statement with respect to the wages paid each employee during the preceding week." U.S. Department of Labor (DOL) regulations at 29 C.F.R. § 5.5(a)(3)(ii) require contractors to submit weekly a copy of all payrolls to the Federal agency contracting for or financing the construction project, accompanied by a signed "Statement of Compliance" indicating that the payrolls are correct and complete and that each laborer or mechanic has been paid not less than the proper Davis-Bacon prevailing wage rate for the work performed. DOL and federal contracting agencies receiving this information review the information determine that employees have received legally required wages and fringe benefits.

Public Burden Statement

We estimate that it will take an average of 55 minutes to complete this collection, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding these estimates or any other aspect of this collection, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, U.S. Department of Labor, Room 33502, 200 Constitution Avenue, N.W. Washington, D.C. 20210

(over)

Date _____

I, _____
(Name of Signatory Party)

(Title)

do hereby stat

(1) That I pay or supervise the payment of the persons employed by

_____ on the _____
(Contractor or Subcontractor)
_____; that during the payroll period commencing on the _____
(Building or Work)
_____ day of _____, and ending the _____ day of _____, _____

all persons employed on said project have been paid the full weekly wages earned, that no rebates have been or will be made either directly or indirectly to or on behalf of said

_____ from the full

(Contractor or Subcontractor)

weekly wages earned by any person and that no deductions have been made either directly or indirectly from the full wages earned by any person, other than permissible deductions as defined in Regulations, Part 3 (29 C.F.R. Subtitle A), issued by the Secretary of Labor under the Copeland Act, as amended (48 Stat. 948, 63 Stat. 108, 72 Stat. 967, 76 Stat. 357; 40 U.S.C. § 3145), and described below:

(2) That any payrolls otherwise under this contract required to be submitted for the above period are correct and complete; that the wage rates for laborers or mechanics contained therein are not less than the applicable wage rates contained in any wage determination incorporated into the contract; that the classification set forth therein for each laborer or mechanic conform with the work he performed.

(3) That any apprentices employed in the above period are duly registered in a bona fide apprenticeship program registered with a State apprenticeship agency recognized by the Bureau of Apprenticeship and Training, United States Department of Labor, or if no such recognized agency exists in a State, are registered with the Bureau of Apprenticeship and Training, United States Department of Labor.

(4) That:

☐ - In addition to the basic hourly wage rates paid to each laborer or mechanic listed in the above referenced payroll, payments of fringe benefits as listed in the contract have been or will be made to appropriate programs for the benefit of such employees, except as noted in section 4(c) below.

(b) WHERE FRINGE BENEFITS ARE PAID IN CASH

☐ - Each laborer or mechanic listed in the above referenced payroll has been paid as indicated on the payroll, an amount not less than the sum of the applicable basic hourly wage rate plus the amount of the required fringe benefits as listed in the contract, except as noted in section 4(c) below.

(c) EXCEPTIONS

[illegible]

REMARKS

NAME AND TITLE

SIGNATURE

THE WILLFUL FALSIFICATION OF ANY OF THE ABOVE STATEMENTS MAY SUBJECT THE CONTRACTOR OR SUBCONTRACTOR TO CIVIL OR CRIMINAL PROSECUTION. SEE SECTION 1001 OF TITLE 18 AND SECTION 3729 OF TITLE 31 OF THE UNITED STATES CODE.

Construction – Prevailing Wage

When requested to provide payroll records, within how many days should the contractor provide the records?

A) Within 8 days

B) Within 6 days

C) Within 4 days



D) Within 2 days

It is strongly recommended that the prime contractor obtain these before the City asks for them to ensure compliance.



Non- Construction – Living Wage

Non-construction Services will adhere to the City of Austin Living Wage. This includes services done on city property, to city vehicles, and delivery of professional and non-professional services that have been formally and competitively bid, at a value greater than \$50,000 that require city council authority approval.

Living wage requirements are applicable to all prime contractors and subcontractors.

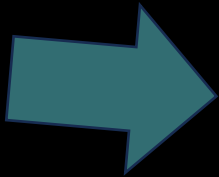
Contract compliance will include submitting certified payrolls classified as living wage certifications to ensure contractual wage obligations are met throughout the duration of any contract with the City of Austin.



Non - Construction – Living Wage

Living Wage

LIVING WAGES: The City's Living Wage Program, Rule R161-17.14, is located [here](#):



The screenshot displays the 'AUSTIN FINANCE ONLINE' website. The header includes the City of Austin logo and navigation links: FINANCIAL DOCUMENTS, PERFORMANCE MANAGEMENT, CHECKBOOK, UNCLAIMED PROPERTY, PROCUREMENT, HOTEL/STR, and CONTACT US. A 'PROCUREMENT | HOME | POLICIES AND PROGRAMS' breadcrumb trail is visible. The left sidebar features a 'HOME' button, 'AUSTIN PROCUREMENT' (4 items), 'POLICIES AND PROGRAMS' (12 items), 'No Lobbying Report', and 'City of Austin Living Wage'. The main content area is titled 'CITY OF AUSTIN LIVING WAGE' and contains a link to 'View Notice of Amended Rule Adoption for Living Wage' and a text block stating: 'The Current Living Wage Amount is \$20.00 per hour for contracts executed during the City's 2023 Fiscal Year, which is effective from October 1, 2022 to September 30, 2023.'

The Current City of Austin Minimum Living Wage Amount is \$20.00 per hour for contracts executed during the City's 2023 Fiscal Year, which is effective from October 1, 2022, to September 30, 2023.

Non - Construction – Living Wage

Living Wage Certification



1

Employer Certifications
meet Living Wage/COA
Standards included in
executed contract

2

Employer (Section 815) &
Employee (Section 820)
Certifications provided in
Contract

3

Employee (Section 820)
Certifications provided 1
month in & annually to
City of Austin

Non - Construction – Living Wage

Living Wage Certifications

CITY OF AUSTIN, TEXAS
LIVING WAGES CONTRACTOR CERTIFICATION
(Please duplicate as needed)

Pursuant to the Living Wages provision the Contractor is required to pay to all employees of the Prime Contractor and all tiers of subcontractors directly assigned to this City contract a minimum Living Wage equal to or greater than \$20.00 per hour.

(1) The below listed individuals are all known employees of the Prime Contractor and its subcontractors who are directly assigned to this contract, and all are compensated at wage rates equal to or greater than \$20.00 per hour:

Employee Name	Employer	Prime or Sub	Your Normal Rate	Employee Job Title
Tim John	Example	Prime	\$21/hr	Engineer
Betty Thomas	Example	Prime	\$20/hr	Janitor
Dolores Jacobs	"	"	\$26/hr	Supervisor

(2) All future employees of both the Prime Contractor and all tiers of subcontractors directly assigned to this Contract will be paid a minimum Living Wage equal to or greater than \$20.00 per hour.

(3) Our firm will not retaliate against any employee of either the Prime Contractor or any tier of subcontractors claiming non-compliance with the Living Wage provision.

A Prime Contractor or subcontractor that violates this Living Wage provision shall pay each of its affected employees the amount of the deficiency for each day the violation continues. Willful or repeated violations of the provision by either the Prime Contractor or any tier of subcontractor, or fraudulent statements made on this certification, may result in termination of this Contract for Cause, subject the violating firm to possible suspension or debarment, or result in legal action.

I hereby certify that all the listed employees of both the Prime Contractor and all tiers of subcontractors who are directly assigned to this contract are paid a minimum Living Wage equal to or greater than \$20.00 per hour.

Contractor's Name: Me Self

Signature of Officer or Authorized Representative: [Signature] Date: 7/11/2023

Printed Name: Me Self

Title: CEO

Section 0815, Living Wages Contractor Certification 1 Revised October 2022

815 Employer Certification – Written into Contract

CITY OF AUSTIN, TEXAS
LIVING WAGES EMPLOYEE CERTIFICATION

Contract Number: 1234 Description of Services: _____

Contractor Name: _____

Pursuant to the Living Wages provision of the contract, the Prime Contractor is required to pay to all employees directly assigned to this City contract a minimum Living Wage equal to or greater than \$20.00 per hour, and is further responsible for assuring that employees of all tiers of subcontractors are likewise paid a minimum Living Wage equal to or greater than \$20.00. In addition, employees of both the Prime Contractor and all tiers of subcontractors directly assigned to the referenced contract are required to certify that they are compensated in accordance with the Living Wage provision. Contractors are prohibited from retaliating against any employee claiming non-compliance with the Living Wage provision.

I hereby certify that I am directly assigned to this contract and that I am compensated at wage rates equal to or greater than \$20.00 per hour.

Employee's Title: _____

Signature of Employee: [Signature] Date: 7/11/23

Type or Print Name: Tim John

[Signature]
(Witness Signature)
Samantha Parsons-HR
(Printed Name)

To report possible non-compliance or to obtain additional information about the City of Austin's Living Wage Program requirements, please email: LivingWageInquiry@AustinTexas.Gov

Section 0820, Living Wages Employee Certification 1 Revised May 2022

820 Employee Certification – English & Spanish
Provided 30 days into Contract & Annually

CIUDAD DE AUSTIN, TEXAS
Certificación del Salario Mínimo – Contestar Antes de Trabajo

Número de Contrato: _____ Descripción de los Servicios: _____

Contratista: _____

En conformidad con el acopio del salario mínimo establecido en este contrato (Con referencia a la sección 0400, Resolución de la Adquisición Suplementaria), el Principal Contratista tiene la obligación de pagar a sus empleados el salario mínimo de \$20.00 ó más, el cual es requerido por la Ciudad y ha sido directamente asignado a éste contrato. El principal contratista es responsable de garantizar que todos los empleados en general, incluyendo a los empleados del subcontratistas reciban el salario mínimo de \$20.00 o más. Adicionalmente, el principal contratista tiene la obligación de asegurarse que tanto sus empleados y los empleados de los subcontratistas asignados a este contrato deberán de certificar que son compensados de acuerdo con el acopio del salario mínimo establecido en el contrato. Prohibiendo que contratistas tomen represalias en contra de cualquier empleado que alegue el incumplimiento del acopio del salario mínimo.

Por medio de la presente certifico que estoy directamente asignado a este contrato y que soy compensado de acuerdo con las tasas salariales de \$20.00 ó más por cada hora de trabajo.

Título del Trabajo de Empleado: _____

Firma de Empleado: [Signature] Fecha: 11-7-23

Nombre Impreso: Tim John

[Signature]
(Firma del Testigo)
Samantha Parsons-HR
(Nombre Impreso)

Para informar un problema de incumplimiento con el Programa de Salario Mínimo de la Ciudad de Austin en este contrato, por favor envíe un correo electrónico a LivingWageInquiry@austintexas.gov

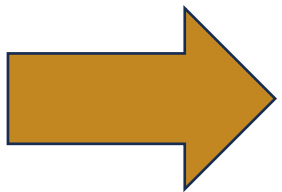
Sección 0820, Certificación de Empleado con Salario Digno 1 Revisado agosto 2022

Non - Construction – Living Wage

The current Living Wage applies to executed contracts starting from which date?

A) October 1st, 2020.

B) October 1st, 2021.



C) October 1st, 2022.

D) October 1st, 2023.





Wage Theft Complaints



If you would like to report a wage theft claim to the City of Austin for formal investigation, please submit an online Request to Investigate form with our office (Link coming soon).



City of Austin
Wage Program
505 Barton Springs Rd.
Austin, TX
wagetheft@austintexas.gov
Phone: 512-974-3742

Wage Theft Complaints

Any person may make a complaint concerning wage theft to the Wage Theft Coordinator. The Wage Theft Coordinator may assist the person in making a complaint. To the best of the complainant's ability, the complaint shall include:

- (1) the worker's full name;
 - (2) the identity and address of the employer;
 - (3) the date or dates on which the wages were earned;
 - (4) the date or dates on which the wages were to be paid;
 - (5) the amount of wages alleged to have been unpaid;
 - (6) a brief description of the work performed and the location where it was performed; and
 - (7) whether the worker sent the employer a written demand for payment of wages.
- (8) The Wage Theft Coordinator may investigate a complaint related to wages to be paid under a City contract and may refer complaints and complainants to an appropriate investigative and enforcement authority.

Wage Theft Complaints

- The Wage Theft Coordinator shall notify an employer of a wage theft complaint within 30 days of receiving the complaint.
- Within 30 days of the date of the referral, the Wage Theft Coordinator may take action that affects the contract.
- City contractors who have been adjudicated of wage theft shall be identified in a wage theft database maintained by the Wage Theft Coordinator.
- An employer that is declared ineligible to conduct business with the City under this chapter may make an application for reinstatement to the Wage Theft Coordinator. Upon the Wage Theft Coordinator's recommendation, the Chief Procurement Officer may approve or deny the employer's reinstatement.



Wage Theft Complaints outside of the City of Austin purview will be referred to:

The Texas Workforce Commission

Online Texas Payday Law Wage Claim system: English or En Espanol, or Call 800-832-9243. A wage claim must be submitted no later than 180 days after the date the claimed wages originally became due for payment.

The United States Department of Labor

A complaint can also be filed with the U.S. Department of Labor's Wage & Hour Division (DOL). A complaint with DOL differs from a wage claim filed with TWC in that it covers more time – up to two years – and all complaints are kept confidential, so the employer would not know you had filed the complaint.

Questions and Feedback



Sean Forkner
Wage Theft Coordinator
sean.forkner@austintexas.gov
512-974-8034
Financial Services Department
505 Barton Springs Road, Suite 370,
Austin, TX 78704

Miranda Erlanson
Contract Management Specialist II
miranda.erlanson@austintexas.gov
512-974-2020
Financial Services Department
505 Barton Springs Road, Suite 370,
Austin, TX 78704