



City of Austin

Financial Services Department

Procurement Programs Division

Your valuable partner in
Capital Project
Delivery

WAGE COMPLIANCE PROGRAM

ABOUT

Capital Contracting is responsible for monitoring the compliance of City-contracted construction projects with prevailing wage requirements, as published and governed by the U.S. Department of Labor (DOL).

Our Wage Team manages and administers the City's Wage Compliance Program consistent with federal, state, and local laws through Section 00830 of the contract. Applicable regulations are noted below.

- Federally-funded projects – Davis-Bacon and Related Acts, Code of Federal Regulations (29CFR)
- Non-federal projects – Texas Government Code 2258 applies prevailing wage rates and minimum wage rates adopted through City Ordinances (030508-031 and 20160324-015)

The classification of work job title definitions located in the 00830 Bid document. Job classification interpretations will be based on O*NET standards.

THE PROGRAM

Contractor Requirements:

- Factor current prevailing wage rate requirements in bids on construction solicitations.
- Include updated and accurate employee records
 - Certified payroll records for all laborers/workers on project
 - Signed Wage Compliance Statement
 - Documentation verifying enrollment of apprentices in U.S. Department of Labor (DOL) - approved Apprenticeship Program
 - Employee Certifications
 - Payroll Deduction Authorization
- Provide records within two (2) working days of request from our Wage Team
- Ensure all Required Postings are posted in English and Spanish
 - City of Austin Wage Representative information
 - Applicable Wage Determination Scales (i.e. Building Construction and/or Heavy and Highway, etc.)

Compliance Monitoring:

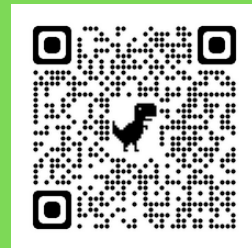
To monitor for compliance, our Wage Team will conduct initial site visits and follow-up site visits.

- All site visits are unannounced and conducted at random frequency, dates, and times.
- Wage Team staff will observe the actual work performed on the job.
- Wage Team staff will interview workers individually or as a small group.
- Staff will also verify that required job postings are visible and are in an accessible location on the jobsite.

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WAGE AUDITS

Capital Contracting initiates wage audits in four (4) different ways:

- ◆ Observation: Upon visiting the job site, there was a reasonable discovery revealed to necessitate an audit.
- ◆ Complaint-driven: Upon receipt of information from a Worker or interested party.
- ◆ Random: Capital Contracting is required to conduct at based on risk factors.
- ◆ Federal: On federal projects, Capital Contracting is required to conduct one audit per quarter.

Audits are conducted to ensure workers are paid the applicable prevailing wage rate for the actual work being performed, including overtime, to ensure that the hours of workers performing duties under more than one classification are tracked independently (or that the higher wage rate is paid); and to ensure that apprentices are registered with a DOL-approved program.



Questions? Email us:
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Visit us at:
<https://www.austintexas.gov/department/wage-compliance>

