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DAVIS-BACON 101

Presented by Aurora Escott
Training Specialist, LCPtracker

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AGENDA

1. History Lesson
2. The Laws and Regulation(s)
3. Primary Requirements
4. Responsibilities & Consequences
5. Wage Determinations
6. Wage, Fringes & Overtime
7. Deductions
8. Recordkeeping

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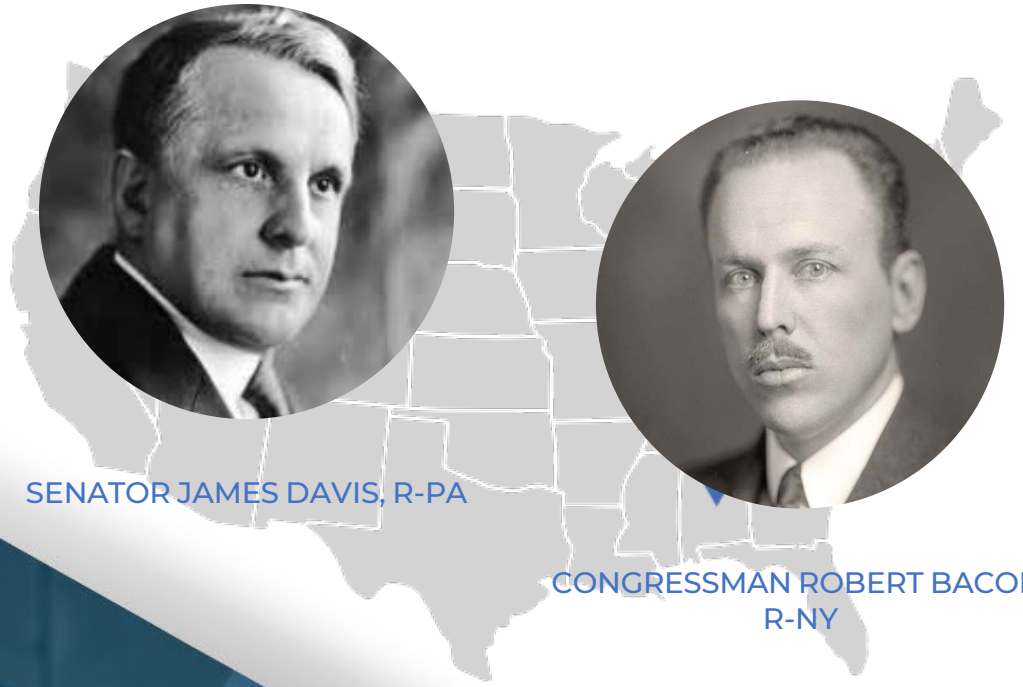
HISTORY LESSON

DAVIS-BACON HISTORY LESSON



In 1927, an Alabama contractor won a bid in Long Island, NY to build a VA Hospital

They imported workers from down South, primarily African-American

They were paid below scale wages and housed them in sub-par places

This took jobs away from local workers, and local contractors were highly upset

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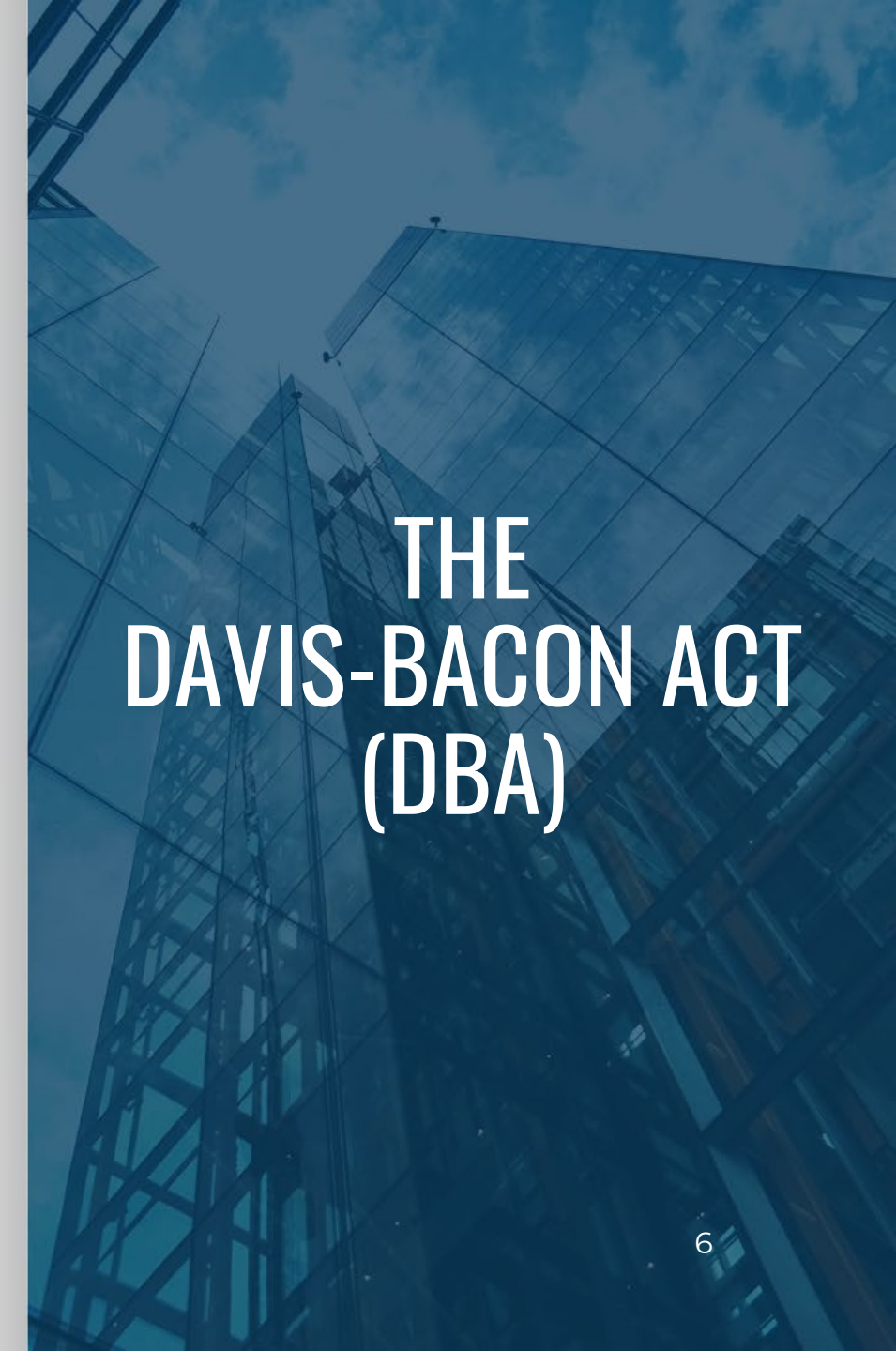
The Davis-Bacon Act (DBA)

- Enacted in 1931
- Amended in 1935
  - Added certified payroll requirement
  - Set a predetermined wage rate
  - Lowered project threshold from $5k to $2k
- Amended in 1964
  - Added fringe benefits

INTERESTING FACT:

13 prevailing wage bills were attempted and failed to pass from 1927 through 1931



THE DAVIS-BACON ACT (DBA)

THE LAWS AND REGULATIONS

THE LAWS

US Army Corps of Engineers.

Caltrans

Texas Department of Transportation

Davis-Bacon Act (DBA)

Contracts more than $2,000 entered with the United States or the District of Columbia for the construction, alteration or repair (including painting and decorating) of public buildings or public works

Davis-Bacon Related Acts (DBRA)

Federally funded or assisted contracts (grants, loans, loan guarantees, insurance) under statutes which adopt the DBA requirements, including all contracts funded in whole or in part by the 2009 American Recovery and Reinvestment Act

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FINAL RULES UPDATE

Largest regulation update in more than 40 years!

- NPRM released in March 2022
- Final Rules went into effect on 10/23/23
  - Apprentices (pay based on project location)
  - Debarment (they can't hide now!)
  - Definitions (updating "old" terminology)
  - What's covered (flaggers, survey workers)
  - Wage determinations (from determining rates, and more)

LITIGATION UPDATE: PERMANENT INJUNCTION ON CHALLENGED ITEMS

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DAVIS-BACON ACT

Related Laws

1

Contract Work Hours & Safety Standard Act (CWHSSA)

- Requires payment of overtime for all hours worked over 40 in a week, and includes liquidated damages for violations of **$33** per day per employee
- Applies to most DBRA projects
- **Updated on 01/16/2025**

2

Copeland Anti-Kickback Act (CAA)

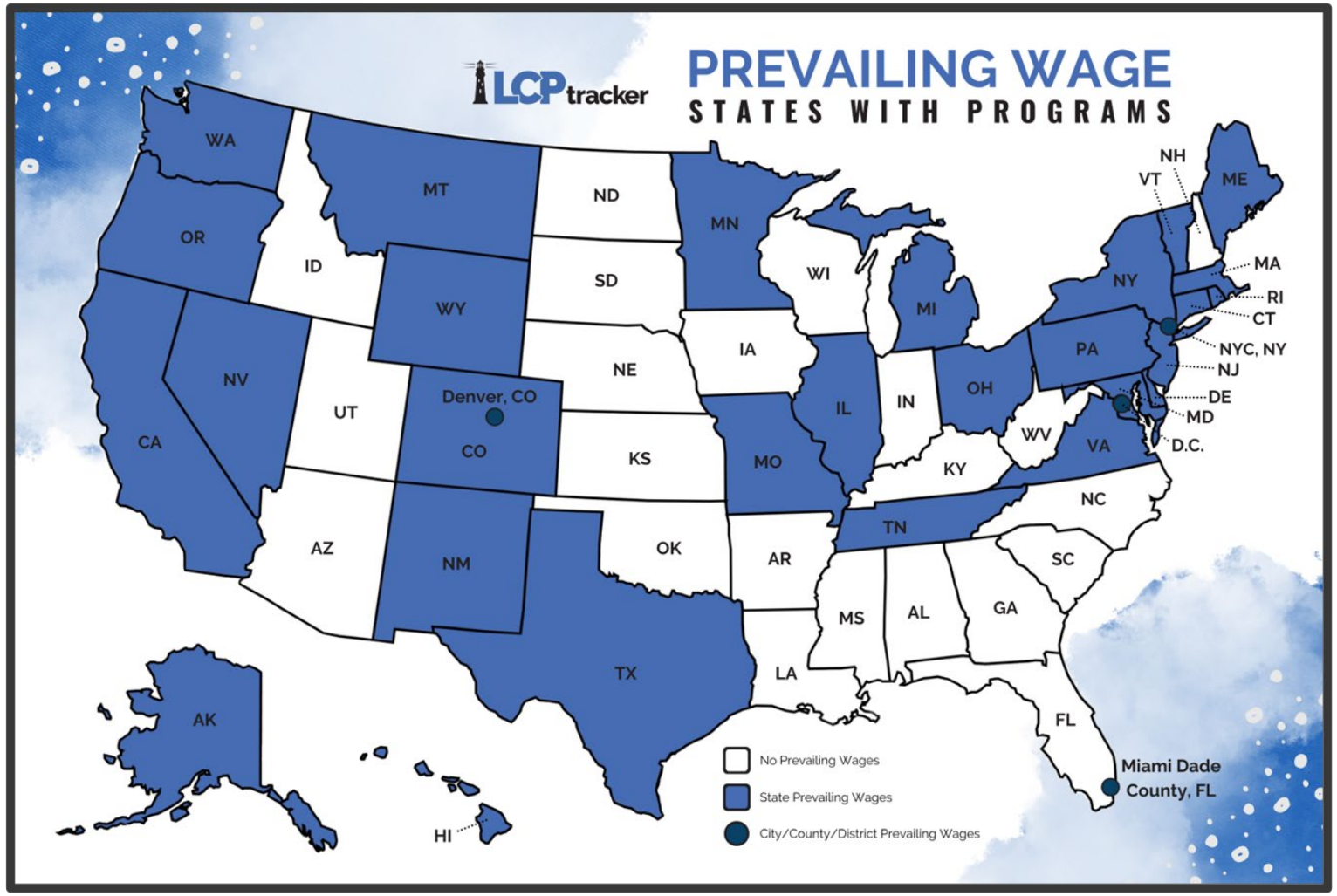
- Prohibits the “kickback” of wages by workers to contractors and requires contractors to submit weekly statement of compliance
- Applicable to ALL DBRA projects

LITTLE DAVIS-BACON ACTS

State Prevailing Wage Programs	
States + DC	28 + 1

County Prevailing Wage Programs*	
Counties	7
Six in Maryland, Miami-Dade	

City Prevailing Wage Programs	
Cities	2
Denver and New York City	



PRIMARY REQUIREMENTS

REQUIREMENTS

LABORERS AND MECHANICS

Requirements apply to **laborers and mechanics** of contractors and subcontractors on or virtually adjacent to the site of work.

- Includes those workers whose duties are **manual or physical** in nature
- Includes those workers who **use tools or** who are **performing the work of a trade**

REQUIREMENTS

“SITE OF WORK”

Requirements apply to laborers and mechanics of contractors and subcontractors **on or virtually adjacent** to the site of work

- The **physical place or places** where the building or work called for in the contract will remain

AND

- Any other site where a significant portion of the building or work is constructed, provided that such site is established specifically for the performance of the contract or project (“**secondary**” site of work)

RESPONSIBILITIES & CONSEQUENCES

Awarding Body

Prime Contractor

Subcontractor

AWARDING BODY/AGENCY RESPONSIBILITIES

- Include Correct Wage Determination(s) in Contract
- Include Regulation Flow-downs in Contract: **29 CFR 5.5**
- Guidance for Multiple Wage Determination Use
- Update Wage Determination if additional scope of work or time frame added to contract
- Conformances Submittal to USDOL
- Review/Approve Certified Payroll Reports (CPRs) for Compliance
- Field Wage Interviews

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POTENTIAL AWARDING BODY CONSEQUENCES

- Federal oversight requirement
- Forced to use an electronic solution
- Challenges to Authority
- Cost of clean-up
- Loss of funding

Prime Contractor Responsibilities

Wage Determination

- Verify correct wage rates
- Read wage determinations
- Submit SF1444 for missing classifications

Certified Payrolls

- Pay prevailing wage & keep accurate records
- Submit & collect weekly certified payrolls

Contracts

- Include the wage determination in ALL subcontracts
- Include contract clauses (29 CFR 5.5) in ALL subcontracts

Jobsite

- Jobsite postings- wage determination & poster
- Make workers available for interviews

Subcontractor Compliance

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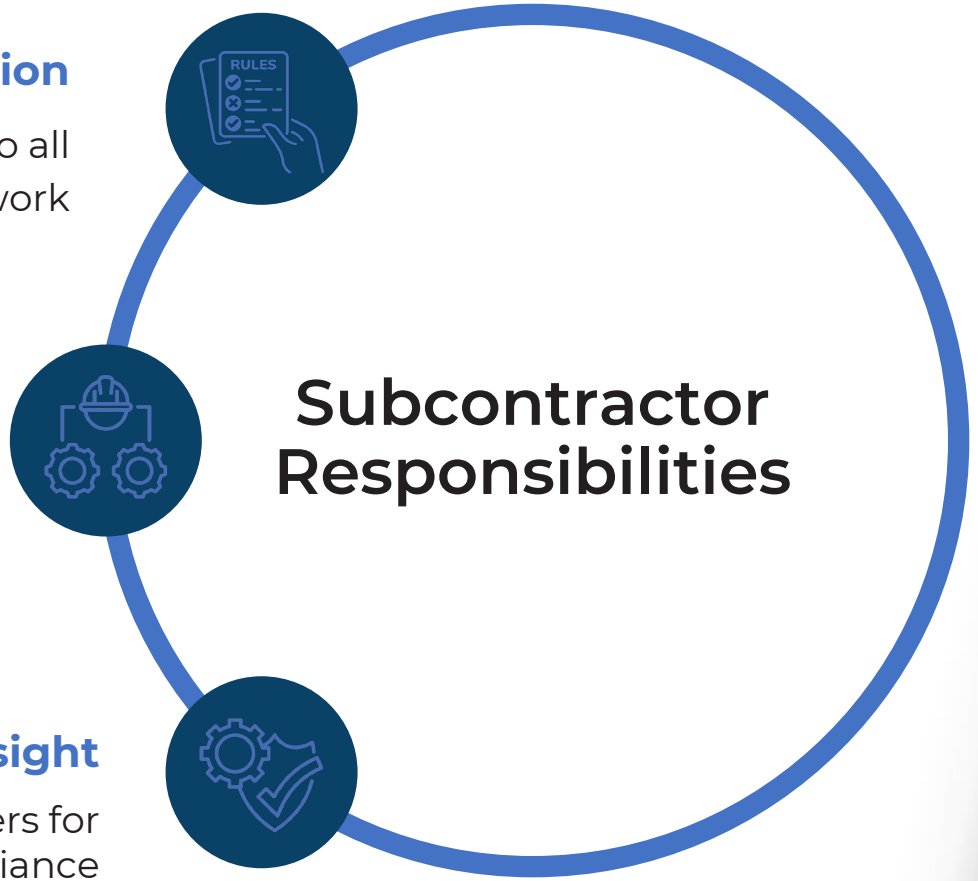
Subcontractor Responsibilities



Prevailing Wage Provision

Flow-down prevailing wage provisions to all sub-tiers performing covered work

Sub-Tier Notification

Notify prime of all sub-tiers on the project

Compliance Oversight

Monitor all sub-tiers for compliance

POTENTIAL CONSEQUENCES OF VIOLATIONS

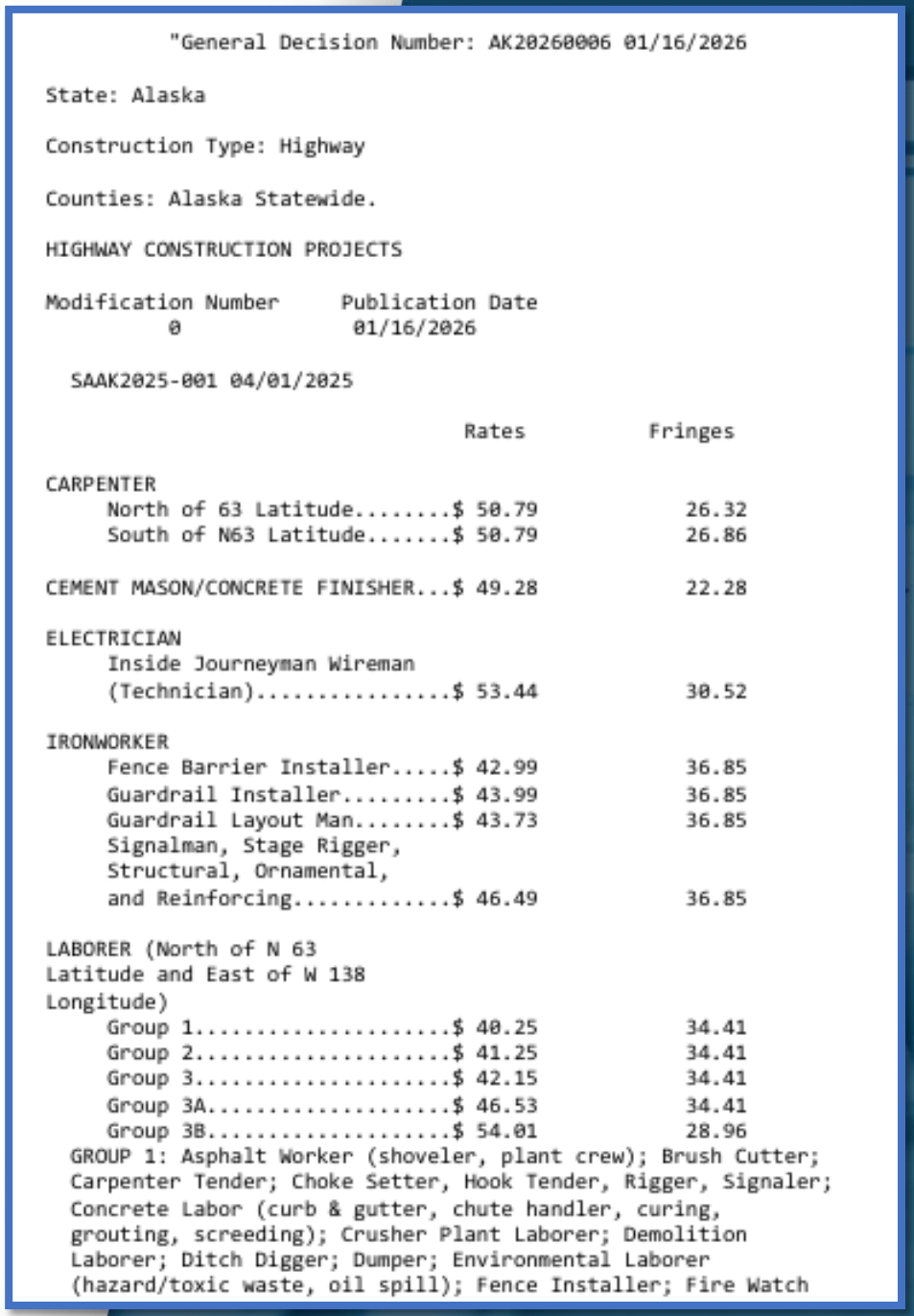
For ALL Levels of Contractors

- Prime contractor may be held responsible for non-compliance of subcontractors
- In refusal-to-pay cases, contracting agency can withhold funds to cover back wages
- Possible contract termination
- Contracting agency can withhold funds from other contracts which have same prime contractor (cross-withholding)
- Debarment: Period of ineligibility is 3 years for DBA and DBRA
- Civil or criminal prosecution for falsifying CPRs for both contractor and subcontractor

WAGE DETERMINATIONS (WD)

WAGE DETERMINATIONS

- Stipulates the payment requirements for laborers and mechanics on the site of work, per project
- Found on www.SAM.gov
- USDOL conducts surveys of wages and benefits on comparable construction projects to issue wage determinations by geographic area and type of construction work
- These must be posted on the project site



"General Decision Number: AK20260006 01/16/2026

State: Alaska

Construction Type: Highway

Counties: Alaska Statewide.

HIGHWAY CONSTRUCTION PROJECTS

Modification Number 0 — Publication Date 01/16/2026

SAAK2025-001 04/01/2025

	Rates	Fringes
CARPENTER		
North of 63 Latitude	$ 50.79	26.32
South of N63 Latitude	$ 50.79	26.86
CEMENT MASON/CONCRETE FINISHER	$ 49.28	22.28
ELECTRICIAN		
Inside Journeyman Wireman (Technician)	$ 53.44	30.52
IRONWORKER		
Fence Barrier Installer	$ 42.99	36.85
Guardrail Installer	$ 43.99	36.85
Guardrail Layout Man	$ 43.73	36.85
Signalman, Stage Rigger, Structural, Ornamental, and Reinforcing	$ 46.49	36.85
LABORER (North of N 63 Latitude and East of W 138 Longitude)		
Group 1	$ 40.25	34.41
Group 2	$ 41.25	34.41
Group 3	$ 42.15	34.41
Group 3A	$ 46.53	34.41
Group 3B	$ 54.01	28.96

GROUP 1: Asphalt Worker (shoveler, plant crew); Brush Cutter; Carpenter Tender; Choke Setter, Hook Tender, Rigger, Signaler; Concrete Labor (curb & gutter, chute handler, curing, grouting, screeding); Crusher Plant Laborer; Demolition Laborer; Ditch Digger; Dumper; Environmental Laborer (hazard/toxic waste, oil spill); Fence Installer; Fire Watch

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SELECTING THE RIGHT WAGE DETERMINATION

Project Information

- State
- County
- Construction Type
  - 4 types
  - AAM 130 & 131

Pre-Award Date

- Negotiated:
  - Mod in effect at time of award
- Competitively bid:
  - Mod in effect at bid open

Post-Award Date

- Work didn't start after 90 days of bid opening?
  - Use mod in effect

Construction types? Mod Numbers? Let's talk details!

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CONSTRUCTION TYPES

Construction type: Residential

- Projects of up to four (4) stories in height
  - Single family houses and townhouses
  - Apartment buildings no more than four (4) stories
- Includes all incidental items
  - Incidental threshold:
    - 20% of total project cost; OR
    - $3.3 million

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CONSTRUCTION TYPES

Construction type: Building

- Building – Residential projects of five (5) or more stories – Fire stations, hotels, office buildings, subway stations, warehouses, etc.
- Apartment buildings more than five (5) stories
- Commercial buildings

CONSTRUCTION TYPES

Construction type: Highway

- Roads, streets, highways, runways, taxiways, alleys, trails, paths, parking areas not incidental to building or heavy construction
- Sidewalks
- Other paving work not incidental to other construction

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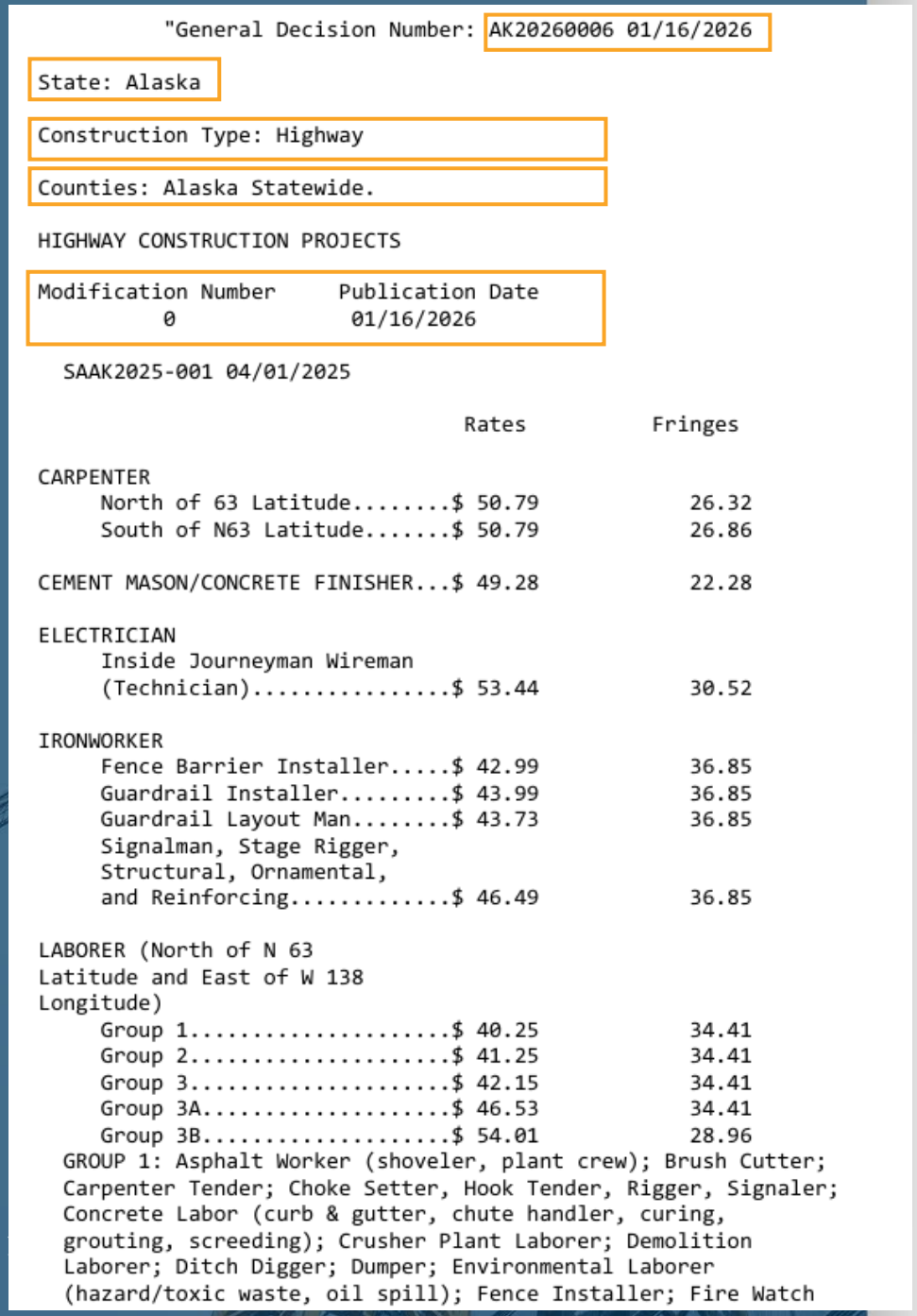
CONSTRUCTION TYPES

Construction type: Heavy

- Projects which cannot be classified as Building, Residential, or Highway. Often specialty projects like dredging, water/sewer lines, major bridges, railroads, etc.
  - Antenna towers
  - Canals
  - Chemical complexes
  - Renewable energy projects



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WAGE DETERMINATIONS

How to Read:

- Number of WD & Issue Date
- State
- Construction type
- Counties
- Modification number and date

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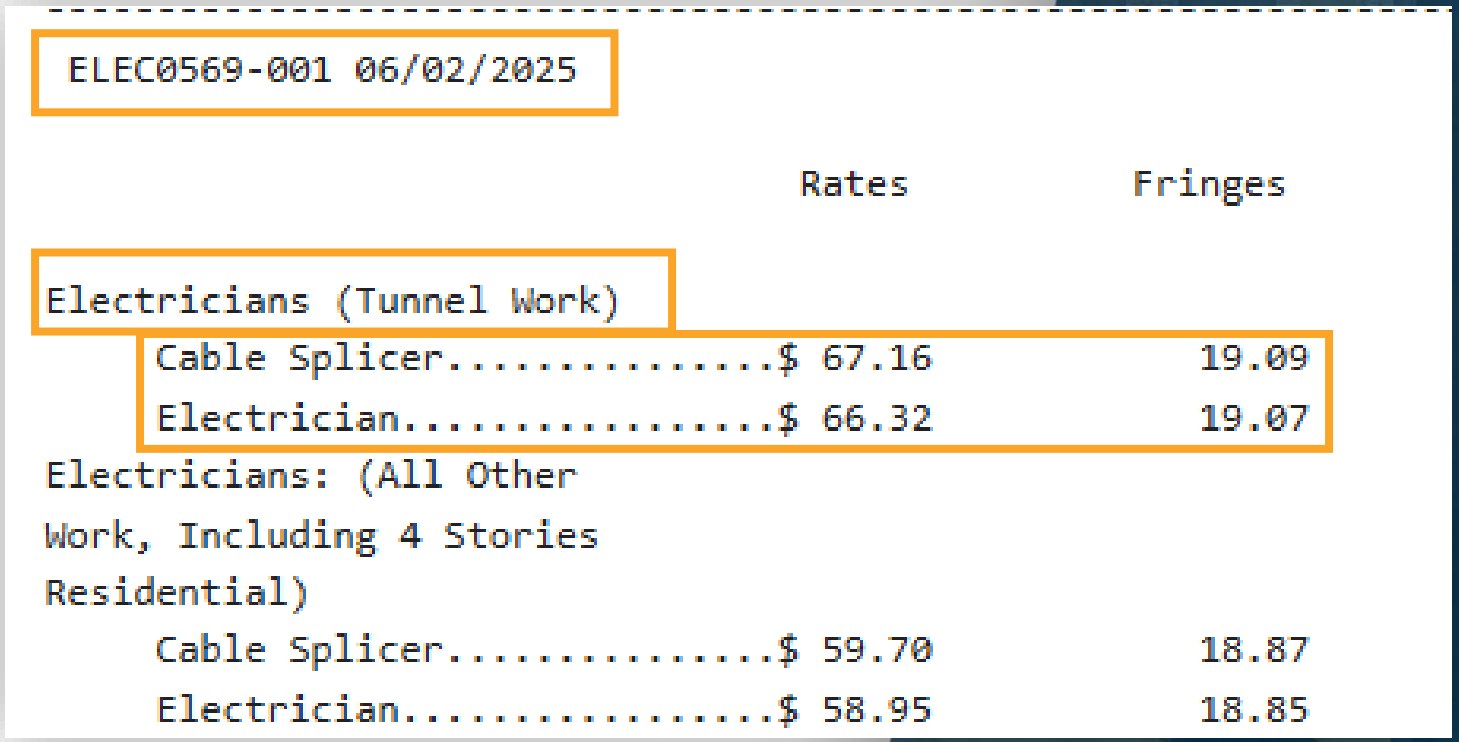
WAGE DETERMINATIONS: HOW TO READ

- Identifiers
  - Union: ELEC059-001 06/02/25
  - Survey: SUOH2012-001 01/01/23
  - Weighted Average: UAVG-OH-0010 01/01/2024
- Craft
- Classification(s)

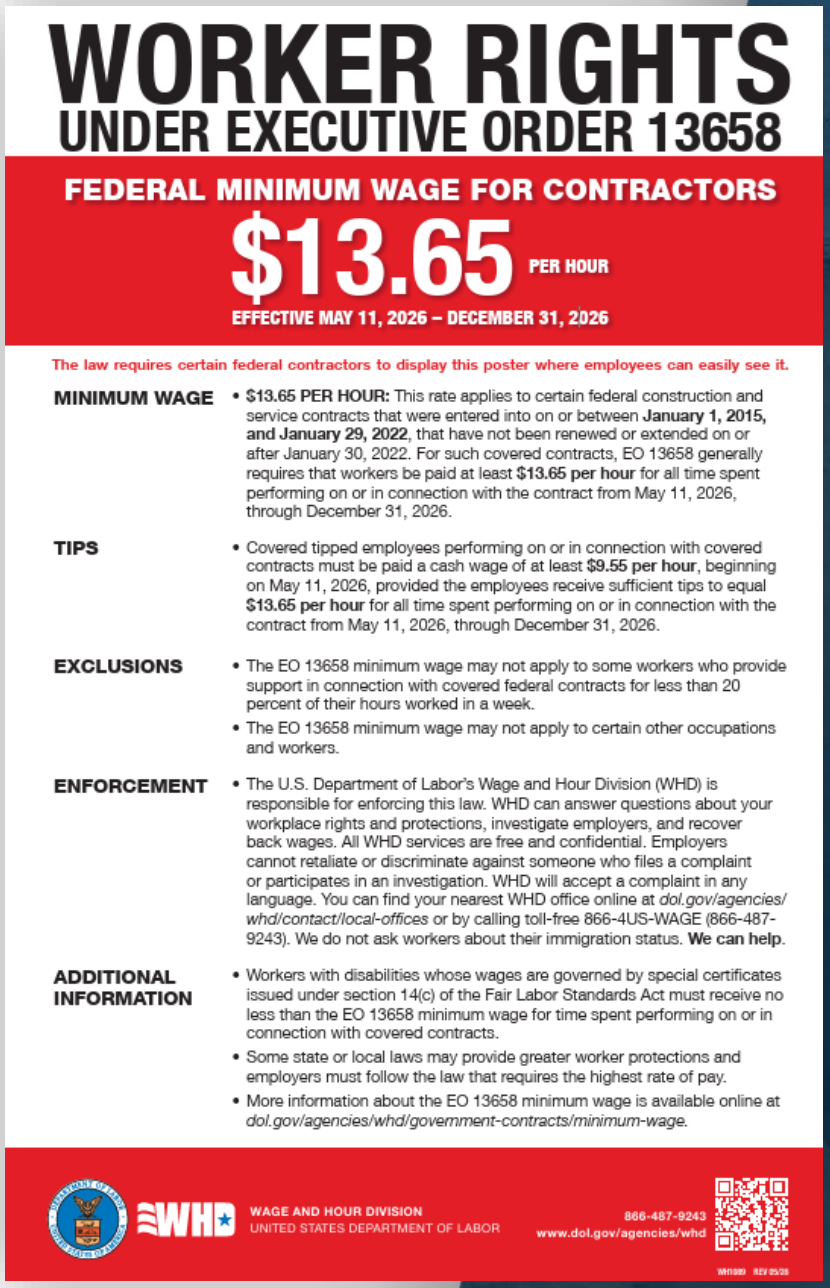


ELEC0569-001 06/02/2025

	Rates	Fringes
Electricians (Tunnel Work)		
Cable Splicer	$ 67.16	19.09
Electrician	$ 66.32	19.07
Electricians: (All Other Work, Including 4 Stories Residential)		
Cable Splicer	$ 59.70	18.87
Electrician	$ 58.95	18.85

EXECUTIVE ORDER 13658

- Minimum wage order $13.65
- Contracts entered on or between 1/1/2015 – 1/29/2022
- All time worked between 5/11/2026 – 12/31/2026



WORKER RIGHTS
UNDER EXECUTIVE ORDER 13658

FEDERAL MINIMUM WAGE FOR CONTRACTORS

$13.65 PER HOUR

EFFECTIVE MAY 11, 2026 – DECEMBER 31, 2026

The law requires certain federal contractors to display this poster where employees can easily see it.

MINIMUM WAGE

- **$13.65 PER HOUR:** This rate applies to certain federal construction and service contracts that were entered into on or between **January 1, 2015, and January 29, 2022**, that have not been renewed or extended on or after January 30, 2022. For such covered contracts, EO 13658 generally requires that workers be paid at least **$13.65 per hour** for all time spent performing on or in connection with the contract from May 11, 2026, through December 31, 2026.

TIPS

- Covered tipped employees performing on or in connection with covered contracts must be paid a cash wage of at least **$9.55 per hour**, beginning on May 11, 2026, provided the employees receive sufficient tips to equal **$13.65 per hour** for all time spent performing on or in connection with the contract from May 11, 2026, through December 31, 2026.

EXCLUSIONS

- The EO 13658 minimum wage may not apply to some workers who provide support in connection with covered federal contracts for less than 20 percent of their hours worked in a week.
- The EO 13658 minimum wage may not apply to certain other occupations and workers.

ENFORCEMENT

- The U.S. Department of Labor's Wage and Hour Division (WHD) is responsible for enforcing this law. WHD can answer questions about your workplace rights and protections, investigate employers, and recover back wages. All WHD services are free and confidential. Employers cannot retaliate or discriminate against someone who files a complaint or participates in an investigation. WHD will accept a complaint in any language. You can find your nearest WHD office online at *dol.gov/agencies/whd/contact/local-offices* or by calling toll-free 866-4US-WAGE (866-487-9243). We do not ask workers about their immigration status. **We can help.**

ADDITIONAL INFORMATION

- Workers with disabilities whose wages are governed by special certificates issued under section 14(c) of the Fair Labor Standards Act must receive no less than the EO 13658 minimum wage for time spent performing on or in connection with covered contracts.
- Some state or local laws may provide greater worker protections and employers must follow the law that requires the highest rate of pay.
- More information about the EO 13658 minimum wage is available online at *dol.gov/agencies/whd/government-contracts/minimum-wage.*

WHD WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

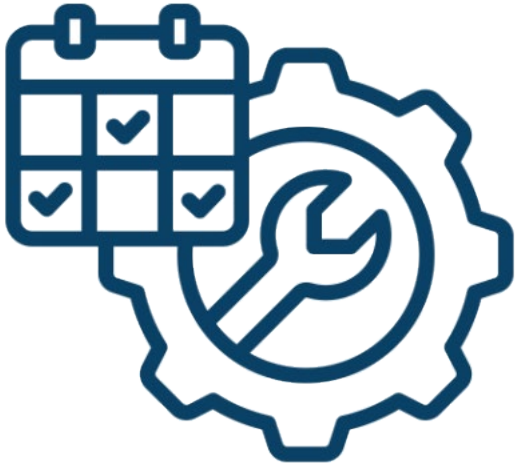
866-487-9243
www.dol.gov/agencies/whd

WH1380 REV 05/26

PERIODIC ADJUSTMENTS

New Substantial Work

Additional Time Added



Specialized Contracts

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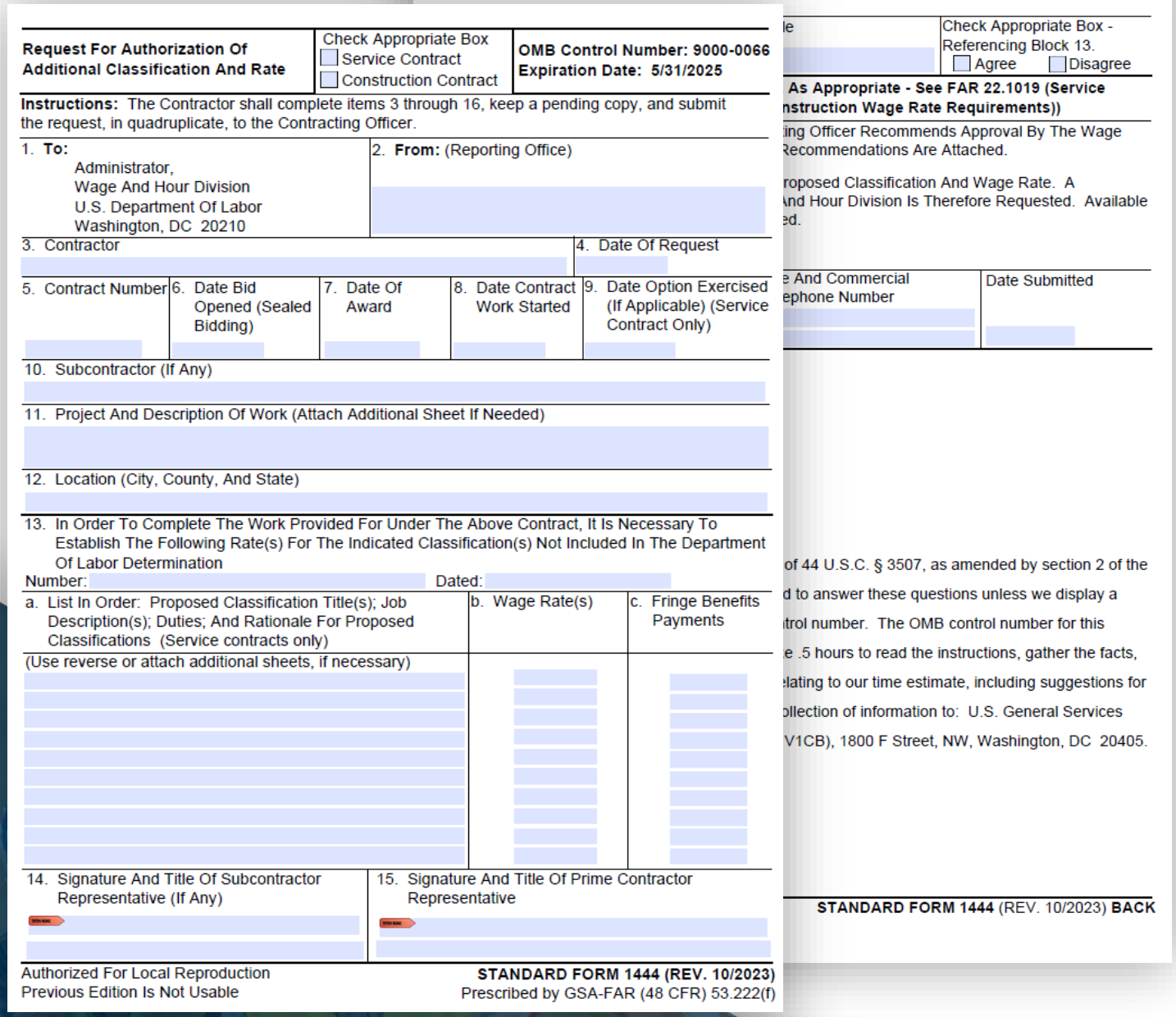
WHAT HAPPENS WHEN YOU CAN'T FIND A CLASSIFICATION?

Do you make one up and add it to your wage determination?

Do you use the Laborer classification?



Request For Authorization Of Additional Classification And Rate

Check Appropriate Box
☐ Service Contract
☐ Construction Contract

OMB Control Number: 9000-0066
Expiration Date: 5/31/2025

Instructions: The Contractor shall complete items 3 through 16, keep a pending copy, and submit the request, in quadruplicate, to the Contracting Officer.

1. **To:** Administrator, Wage And Hour Division, U.S. Department Of Labor, Washington, DC 20210
2. **From:** (Reporting Office)
3. Contractor
4. Date Of Request
5. Contract Number
6. Date Bid Opened (Sealed Bidding)
7. Date Of Award
8. Date Contract Work Started
9. Date Option Exercised (If Applicable) (Service Contract Only)
10. Subcontractor (If Any)
11. Project And Description Of Work (Attach Additional Sheet If Needed)
12. Location (City, County, And State)
13. In Order To Complete The Work Provided For Under The Above Contract, It Is Necessary To Establish The Following Rate(s) For The Indicated Classification(s) Not Included In The Department Of Labor Determination

Number: Dated:

a. List In Order: Proposed Classification Title(s); Job Description(s); Duties; And Rationale For Proposed Classifications (Service contracts only)	b. Wage Rate(s)	c. Fringe Benefits Payments
(Use reverse or attach additional sheets, if necessary)		

14. Signature And Title Of Subcontractor Representative (If Any)
15. Signature And Title Of Prime Contractor Representative

Authorized For Local Reproduction
Previous Edition Is Not Usable

STANDARD FORM 1444 (REV. 10/2023)
Prescribed by GSA-FAR (48 CFR) 53.222(f)

Check Appropriate Box - Referencing Block 13.
☐ Agree ☐ Disagree

As Appropriate - See FAR 22.1019 (Service nstruction Wage Rate Requirements))

ing Officer Recommends Approval By The Wage Recommendations Are Attached.

roposed Classification And Wage Rate. A nd Hour Division Is Therefore Requested. Available ed.

e And Commercial ephone Number | Date Submitted

of 44 U.S.C. § 3507, as amended by section 2 of the
d to answer these questions unless we display a
trol number. The OMB control number for this
e .5 hours to read the instructions, gather the facts,
lating to our time estimate, including suggestions for
llection of information to: U.S. General Services
V1CB), 1800 F Street, NW, Washington, DC 20405.

STANDARD FORM 1444 (REV. 10/2023) **BACK**

CONFORMANCE REQUESTS

- Request for a missing classification of laborers or mechanics on a wage determination.
- Form SF-1444 (www.GSA.gov)
- All Agency Memorandum 213 and 233

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WAGE, FRINGES & OVERTIME

DEFINITIONS

Prevailing Rate Example

Prevailing Rate Example	
Wage	$15.00/hr.
Fringe	$3.00/hr.
Total Package	$18.00/hr.

Wage

A fixed regular payment, made by an employer to an employee

Fringe Benefit

An extra benefit supplementing an employee's total compensation package

- Direct to employee, or bona fide benefit plan, or mix of both

Total Package

The combined amount that must be at least the prevailing wage rate requirement

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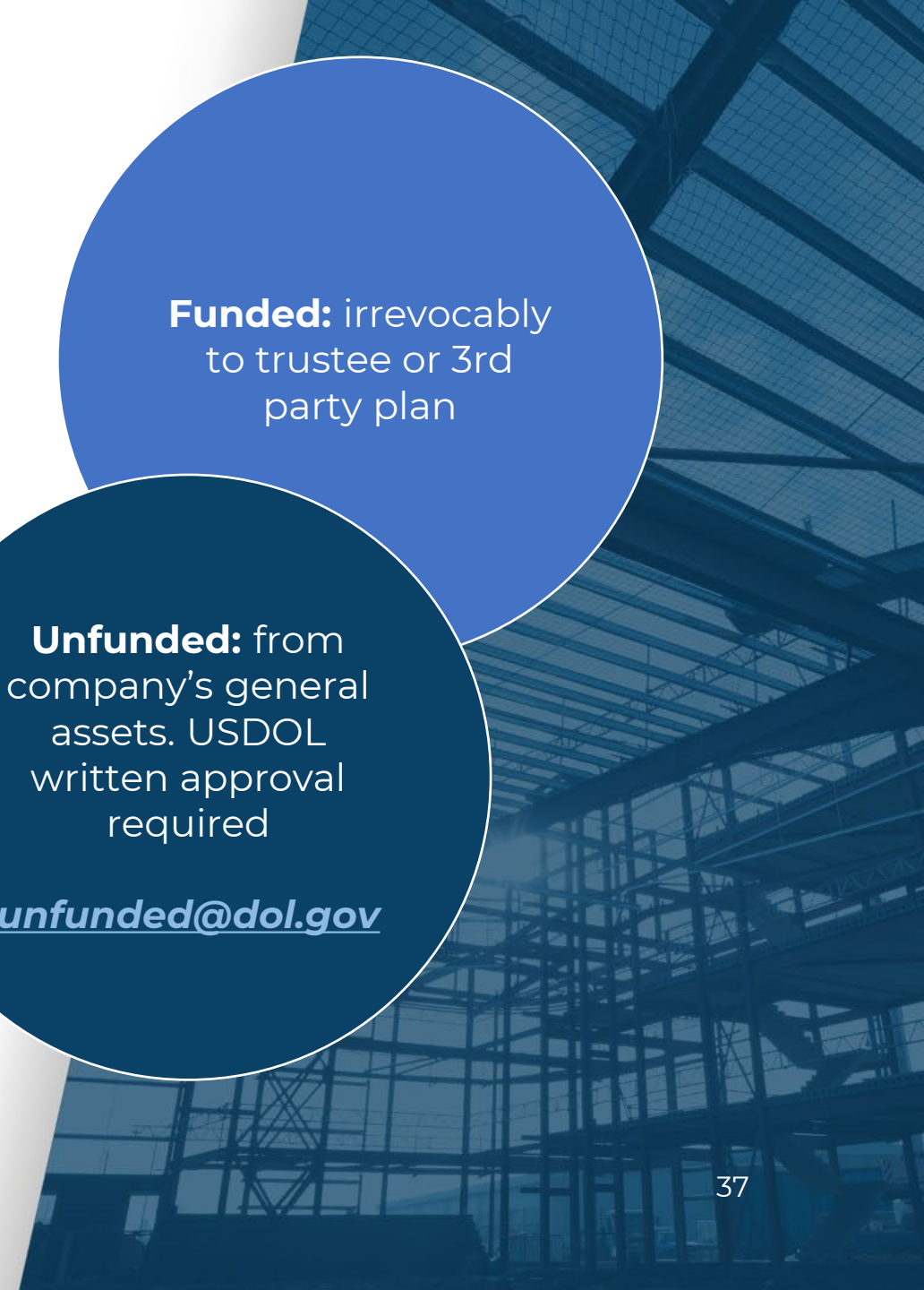
FRINGE BENEFITS

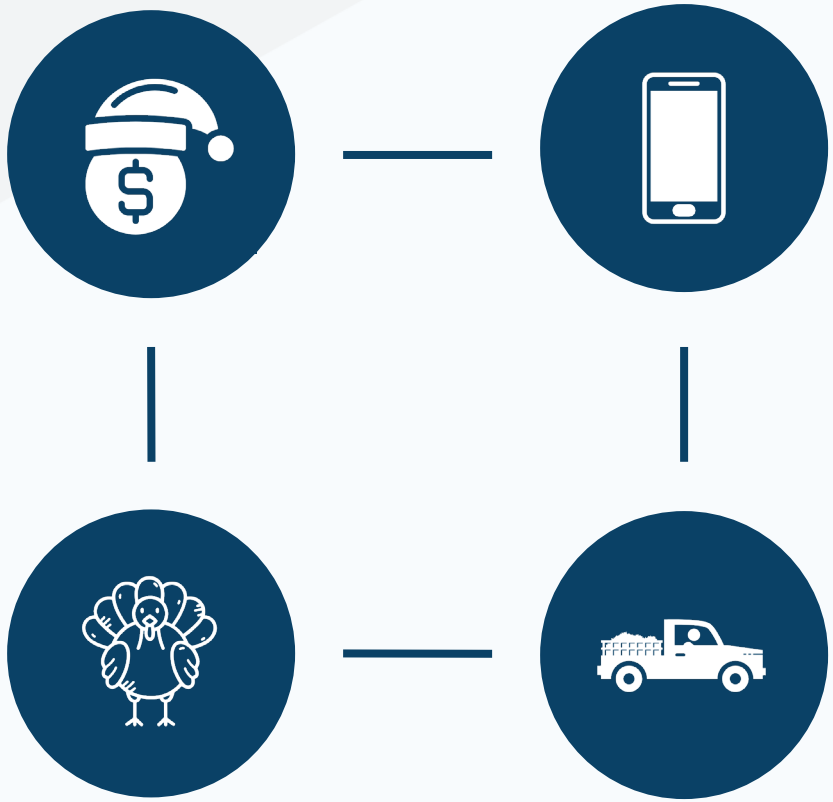
Acceptable aka "Bona Fide"

- Health Insurance
- Holidays
- Life Insurance
- Pension
- Sick Leave
- Supplemental Unemployment Benefits
- Vacation



THINGS THAT AREN'T FRINGE BENEFITS

- Federal, State or Local Requirements
- Social Security Contributions
- Unemployment Compensation
- Workers' Comp
- Subsistence Pay



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FRINGE BENEFITS – HELPFUL HINT

Fringe benefits must be paid for all hours worked, but they are not paid at overtime rates

Example: Carpenter works 44.5 hours in a standard work week

Required Basic Prevailing Rates for Carpenter		
Wage	$20.00/hr.	40 hours x $20.00 per hour
Wage OT	$30.00/hr.	4.5 hours x $30.00 per hour
Fringe	$6.00/hr.	44.5 hours x $ 6.00 per hour

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ALREADY PAYING INTO FRINGE BENEFITS ON NON-PUBLIC PROJECTS?

Annualization

- Hourly rate of contribution that a contractor may claim towards their fringe benefit obligation
- 2080 hours (non-prevailing wage & prevailing wage hours)

Calculation:

$$\frac{\text{(Total annual cost of benefit per employee)}}{\text{(Total annual hours worked by employee)}}$$

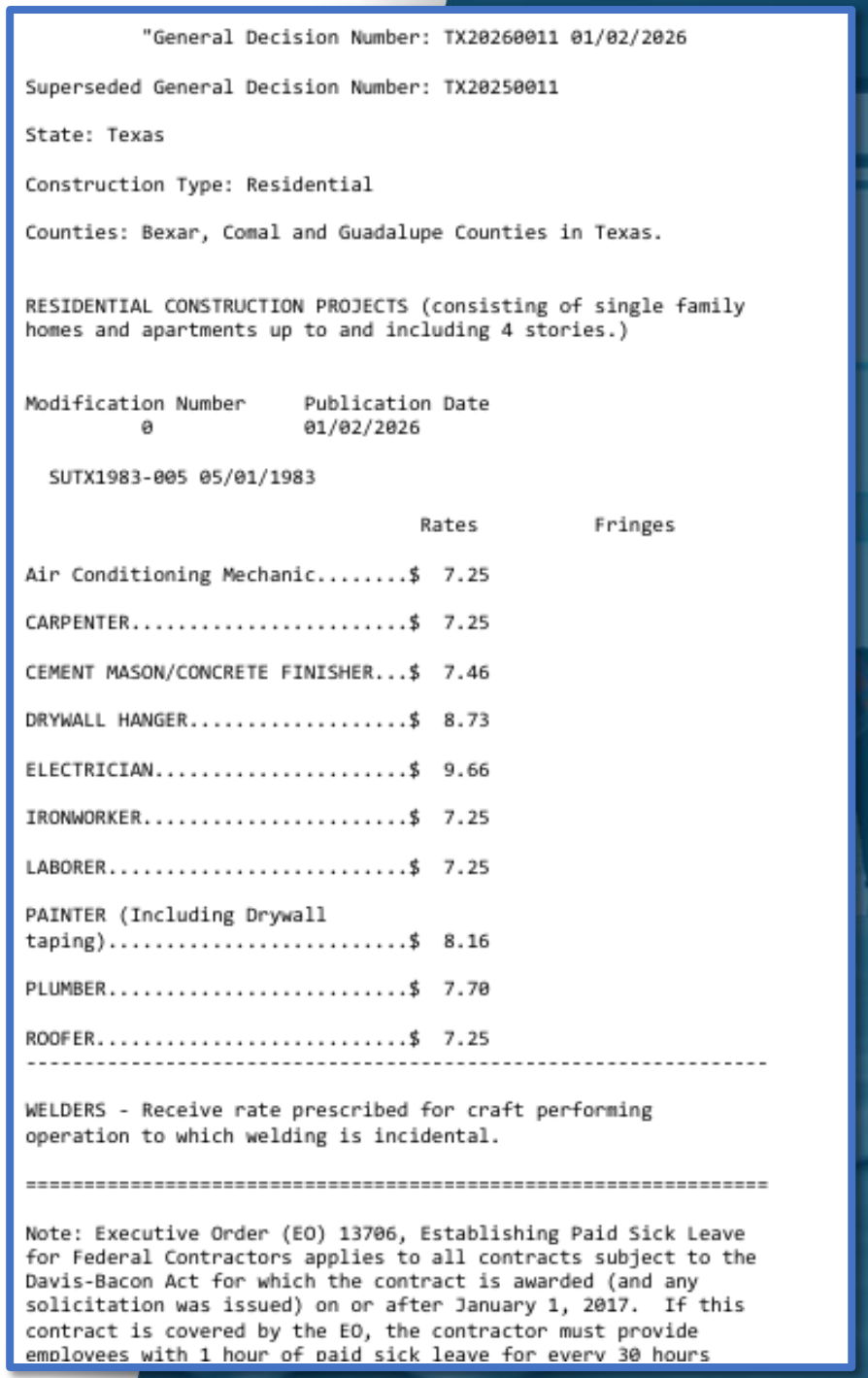
WHAT ABOUT APPRENTICES?

THE ONLY WORKERS WHO CAN BE PAID BELOW JOURNEYWORKER WAGES!

- *Not required, but if on project, there are rules!*
- Must be bona fide
  - State Apprenticeship Agency
  - US Department of Labor

APPRENTICES

- Wages NOT found in WD
- Request Backup Documentation
  - Apprentice certifications
  - Apprentice dispatch paperwork
  - Apprenticeship agreement
- Apprentice rates and ratios
  - Final Rules: Based on apprentice program in project location
  - If none, follow registered program



"General Decision Number: TX20260011 01/02/2026

Superseded General Decision Number: TX20250011

State: Texas

Construction Type: Residential

Counties: Bexar, Comal and Guadalupe Counties in Texas.

RESIDENTIAL CONSTRUCTION PROJECTS (consisting of single family homes and apartments up to and including 4 stories.)

Modification Number 0 — Publication Date 01/02/2026

SUTX1983-005 05/01/1983

	Rates	Fringes
Air Conditioning Mechanic	$ 7.25	
CARPENTER	$ 7.25	
CEMENT MASON/CONCRETE FINISHER	$ 7.46	
DRYWALL HANGER	$ 8.73	
ELECTRICIAN	$ 9.66	
IRONWORKER	$ 7.25	
LABORER	$ 7.25	
PAINTER (Including Drywall taping)	$ 8.16	
PLUMBER	$ 7.70	
ROOFER	$ 7.25	

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours

APPRENTICE FRINGES

1. Same percentage as the wage rate
2. As specified amounts to specific Union funds
3. CBA or program is silent- fringe is paid in full like journeyworker

PAYING OVERTIME

Must be paid for all hours worked over 40 in a week

Rate equals not less than one and one-half (1.5) times the regular rate of pay

And remember...

Fringe benefits DO NOT get paid overtime

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FRINGE BENEFITS – HELPFUL HINT

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DEDUCTIONS

DEDUCTION

The mandatory and voluntary amounts withheld from an employee paycheck by their employer

- Deductions reduce the gross pay of an employee
- **29 CFR Part 3.5** allows employers to make deductions

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PERMISSIBLE DEDUCTIONS

29 CFR § 3.5

a) Social security, federal or state income tax

b) Bona fide prepayment of wages

c) Court ordered payments
   - IRS Garnishment
   - Child Support

d) Employee contributions to fringe benefit plans, as long as:
   - Not prohibited by law
   - Consented by employee in writing in advance of time work completed, or provided for in a Collective Bargaining Agreement
   - No profit or benefit is obtained by Employer
   - Deduction serves convenience of Employee

- e) Pay back Credit union loans or purchase shares
- f) Contributions to governmental or quasi-governmental agencies
- g) Contributions to other charitable organizations
- h) Union fees/membership dues
- i) Reasonable cost of board and lodging
- j) Safety equipment purchased by employee

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DEDUCTION APPROVAL PROCESS

- Email to the Secretary of Labor at dbadeductions@dol.gov
- Use the standards described in 29 CFR Part §3.6
- Application should include:
    - A description of the proposed deduction
    - Purpose to be served
    - Classes of laborers or mechanics the deduction would apply to
    - Name of the third-party business the funds will be transmitted to
- **CAUTION**: if approved, it applies to all current and future projects of the applicant for one (1) year only. Doesn't automatically renew.

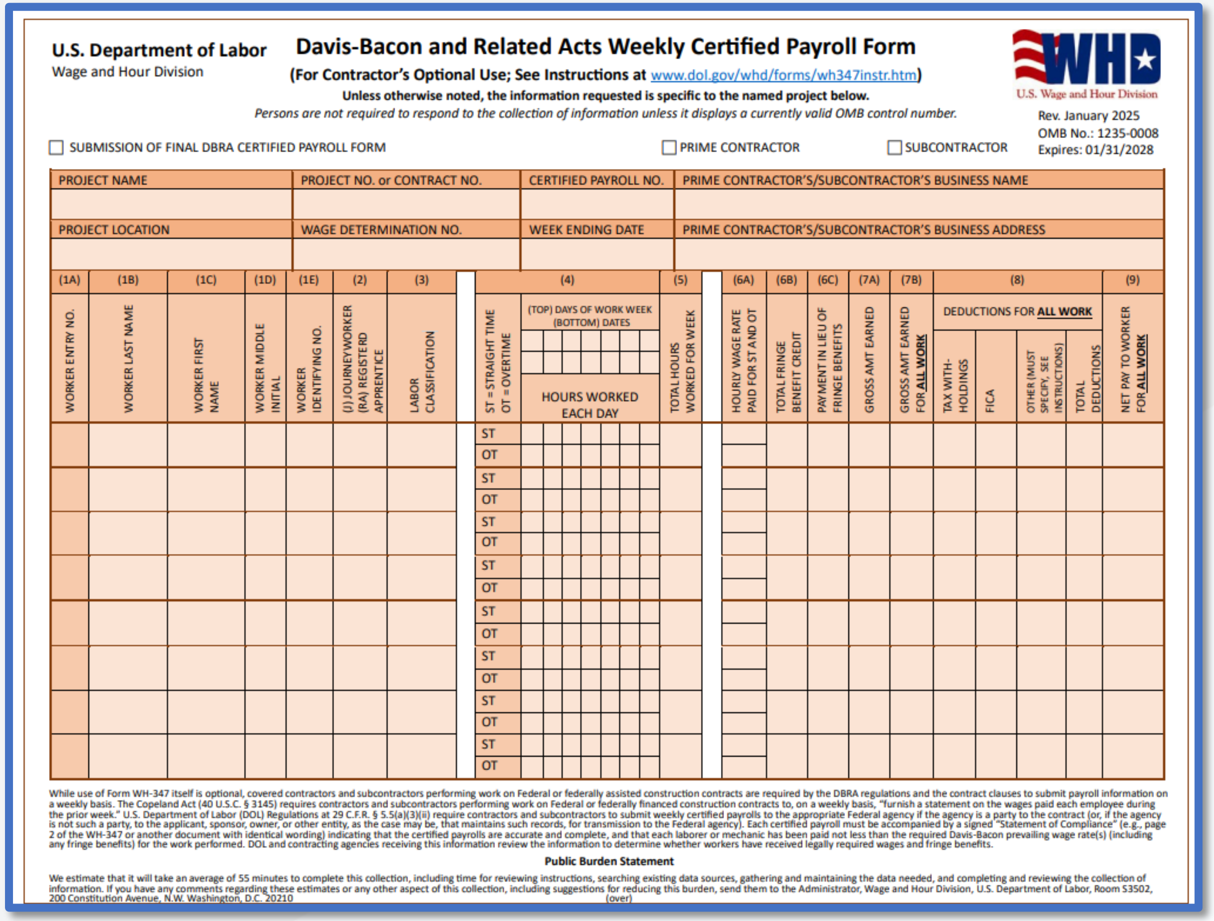
RECORDKEEPING

WH-347: Certified Payroll Report

Two Versions Circulating

- Reported weekly
- Old form valid until 9/30/26
- New form valid until 1/31/28
  - Removed EE address
  - Fringe benefit & cash fringe boxes
  - Statement of Compliance merged
- *And more!!*

The NEW WH-347 form


U.S. Department of Labor
Wage and Hour Division

Davis-Bacon and Related Acts Weekly Certified Payroll Form

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

Unless otherwise noted, the information requested is specific to the named project below.

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

U.S. Wage and Hour Division

Rev. January 2025
OMB No.: 1235-0008
Expires: 01/31/2028

☐ SUBMISSION OF FINAL DBRA CERTIFIED PAYROLL FORM ☐ PRIME CONTRACTOR ☐ SUBCONTRACTOR

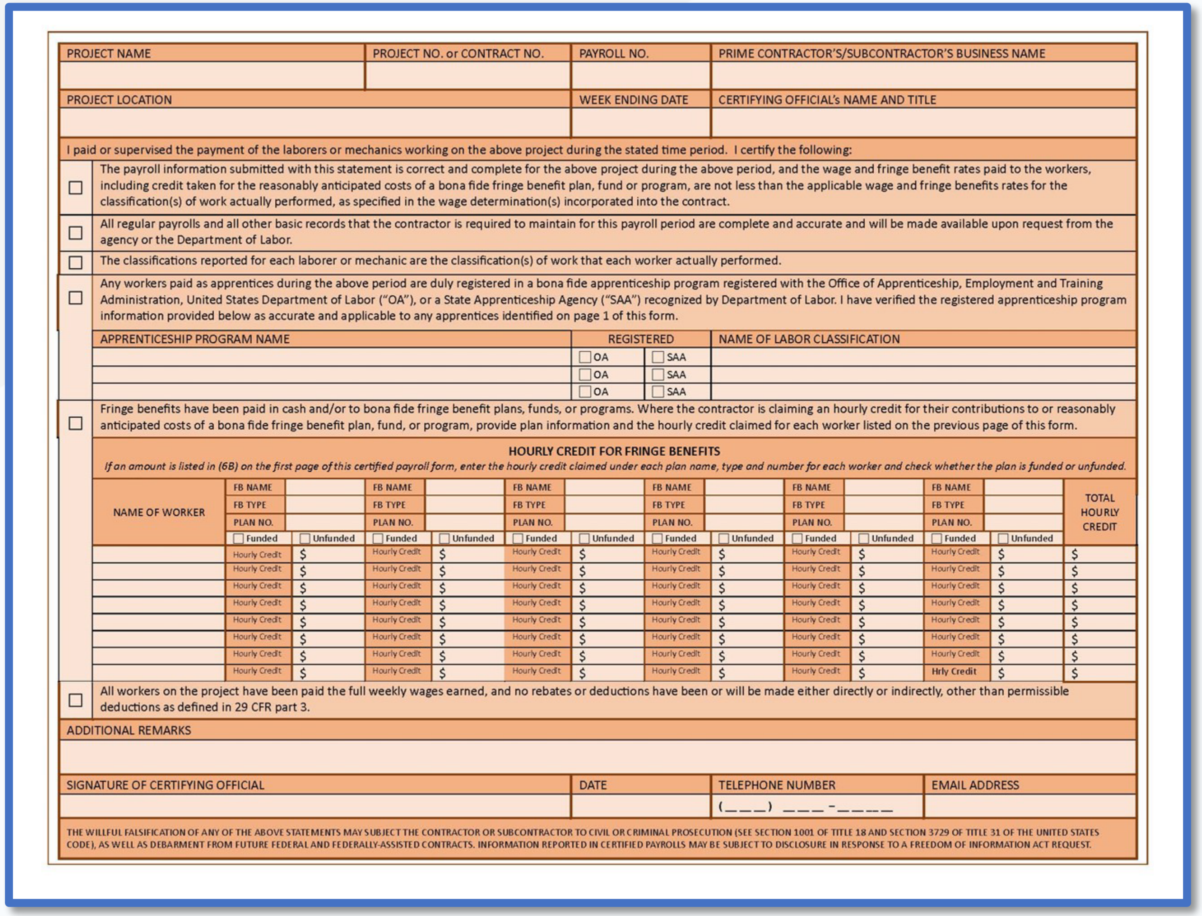
PROJECT NAME	PROJECT NO. or CONTRACT NO.	CERTIFIED PAYROLL NO.	PRIME CONTRACTOR'S/SUBCONTRACTOR'S BUSINESS NAME
PROJECT LOCATION	WAGE DETERMINATION NO.	WEEK ENDING DATE	PRIME CONTRACTOR'S/SUBCONTRACTOR'S BUSINESS ADDRESS

(1A) WORKER ENTRY NO.	(1B) WORKER LAST NAME	(1C) WORKER FIRST NAME	(1D) WORKER MIDDLE INITIAL	(1E) WORKER IDENTIFYING NO.	(2) (J) JOURNEYWORKER (RA) REGISTERED APPRENTICE	(3) LABOR CLASSIFICATION	ST = STRAIGHT TIME OT = OVERTIME	(4) (TOP) DAYS OF WORK WEEK (BOTTOM) DATES HOURS WORKED EACH DAY	(5) TOTAL HOURS WORKED FOR WEEK	(6A) HOURLY WAGE RATE PAID FOR ST AND OT	(6B) TOTAL FRINGE BENEFIT CREDIT	(6C) PAYMENT IN LIEU OF FRINGE BENEFITS	(7A) GROSS AMT EARNED	(7B) GROSS AMT EARNED FOR ALL WORK	(8) DEDUCTIONS FOR ALL WORK: TAX WITH-HOLDINGS	FICA	OTHER (MUST SPECIFY, SEE INSTRUCTIONS)	TOTAL DEDUCTIONS	(9) NET PAY TO WORKER FOR ALL WORK
							ST												
							OT												

While use of Form WH-347 itself is optional, covered contractors and subcontractors performing work on Federal or federally assisted construction contracts are required by the DBRA regulations and the contract clauses to submit payroll information on a weekly basis. The Copeland Act (40 U.S.C. § 3145) requires contractors and subcontractors performing work on Federal or federally financed construction contracts to, on a weekly basis, "furnish a statement on the wages paid each employee during the prior week." U.S. Department of Labor (DOL) Regulations at 29 C.F.R. § 5.5(a)(3)(ii) require contractors and subcontractors to submit weekly certified payrolls to the appropriate Federal agency if the agency is a party to the contract (or, if the agency is not such a party, to the applicant, sponsor, owner, or other entity, as the case may be, that maintains such records, for transmission to the Federal agency). Each certified payroll must be accompanied by a signed "Statement of Compliance" (e.g., page 2 of the WH-347 or another document with identical wording) indicating that the certified payrolls are accurate and complete, and that each laborer or mechanic has been paid not less than the required Davis-Bacon prevailing wage rate(s) (including any fringe benefits) for the work performed. DOL and contracting agencies receiving this information review the information to determine whether workers 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 S3502, 200 Constitution Avenue, N.W. Washington, D.C. 20210 (over)


PROJECT NAME	PROJECT NO. or CONTRACT NO.	PAYROLL NO.	PRIME CONTRACTOR'S/SUBCONTRACTOR'S BUSINESS NAME
PROJECT LOCATION		WEEK ENDING DATE	CERTIFYING OFFICIAL'S NAME AND TITLE

I paid or supervised the payment of the laborers or mechanics working on the above project during the stated time period. I certify the following:

☐ The payroll information submitted with this statement is correct and complete for the above project during the above period, and the wage and fringe benefit rates paid to the workers, including credit taken for the reasonably anticipated costs of a bona fide fringe benefit plan, fund or program, are not less than the applicable wage and fringe benefits rates for the classification(s) of work actually performed, as specified in the wage determination(s) incorporated into the contract.

☐ All regular payrolls and all other basic records that the contractor is required to maintain for this payroll period are complete and accurate and will be made available upon request from the agency or the Department of Labor.

☐ The classifications reported for each laborer or mechanic are the classification(s) of work that each worker actually performed.

☐ Any workers paid as apprentices during the above period are duly registered in a bona fide apprenticeship program registered with the Office of Apprenticeship, Employment and Training Administration, United States Department of Labor ("OA"), or a State Apprenticeship Agency ("SAA") recognized by Department of Labor. I have verified the registered apprenticeship program information provided below as accurate and applicable to any apprentices identified on page 1 of this form.

APPRENTICESHIP PROGRAM NAME	REGISTERED		NAME OF LABOR CLASSIFICATION
	☐ OA	☐ SAA	
	☐ OA	☐ SAA	
	☐ OA	☐ SAA	

☐ Fringe benefits have been paid in cash and/or to bona fide fringe benefit plans, funds, or programs. Where the contractor is claiming an hourly credit for their contributions to or reasonably anticipated costs of a bona fide fringe benefit plan, fund, or program, provide plan information and the hourly credit claimed for each worker listed on the previous page of this form.

HOURLY CREDIT FOR FRINGE BENEFITS

If an amount is listed in (6B) on the first page of this certified payroll form, enter the hourly credit claimed under each plan name, type and number for each worker and check whether the plan is funded or unfunded.

NAME OF WORKER	FB NAME / FB TYPE / PLAN NO. / ☐ Funded ☐ Unfunded	FB NAME / FB TYPE / PLAN NO. / ☐ Funded ☐ Unfunded	FB NAME / FB TYPE / PLAN NO. / ☐ Funded ☐ Unfunded	FB NAME / FB TYPE / PLAN NO. / ☐ Funded ☐ Unfunded	FB NAME / FB TYPE / PLAN NO. / ☐ Funded ☐ Unfunded	FB NAME / FB TYPE / PLAN NO. / ☐ Funded ☐ Unfunded	TOTAL HOURLY CREDIT
	Hourly Credit $	Hourly Credit $	Hourly Credit $	Hourly Credit $	Hourly Credit $	Hourly Credit $	$

☐ All workers on the project have been paid the full weekly wages earned, and no rebates or deductions have been or will be made either directly or indirectly, other than permissible deductions as defined in 29 CFR part 3.

ADDITIONAL REMARKS

SIGNATURE OF CERTIFYING OFFICIAL	DATE	TELEPHONE NUMBER	EMAIL ADDRESS
		(___) ___-____	

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), AS WELL AS DEBARMENT FROM FUTURE FEDERAL AND FEDERALLY-ASSISTED CONTRACTS. INFORMATION REPORTED IN CERTIFIED PAYROLLS MAY BE SUBJECT TO DISCLOSURE IN RESPONSE TO A FREEDOM OF INFORMATION ACT REQUEST.

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Page 1

U.S. Department of Labor
Wage and Hour Division

Davis-Bacon and Related Acts Weekly Certified Payroll Form

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

Unless otherwise noted, the information requested is specific to the named project below.

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U.S. Wage and Hour Division

Rev. January 2025
OMB No.: 1235-0008
Expires: 01/31/2028

☐ SUBMISSION OF FINAL DBRA CERTIFIED PAYROLL FORM

☑ PRIME CONTRACTOR

☐ SUBCONTRACTOR

PROJECT NAME	PROJECT NO. or CONTRACT NO.	CERTIFIED PAYROLL NO.	PRIME CONTRACTOR'S/SUBCONTRACTOR'S BUSINESS NAME
Clifford Public Library	*Project #14599-71*	*1*	*Biggerton Contracting, Inc.*
PROJECT LOCATION	**WAGE DETERMINATION NO.**	**WEEK ENDING DATE**	**PRIME CONTRACTOR'S/SUBCONTRACTOR'S BUSINESS ADDRESS**
117 E Chapman Ave. Orange CA 92866	*CA202500017 Mod 8*	*5/31/2025*	*2967 Oak Run Pkwy, Orange, CA 92866*

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Page 1

(1A)	(1B)	(1C)	(1D)	(1E)	(2)	(3)	(4)								(5)	(6A)	(6B)	(6C)	(7A)	(7B)	(8)				(9)
WORKER ENTRY NO.	WORKER LAST NAME	WORKER FIRST NAME	WORKER MIDDLE INITIAL	WORKER IDENTIFYING NO.	(J) JOURNEYWORKER (RA) REGISTERD APPRENTICE	LABOR CLASSIFICATION	ST = STRAIGHT TIME OT = OVERTIME	(TOP) DAYS OF WORK WEEK (BOTTOM) DATES							TOTAL HOURS WORKED FOR WEEK	HOURLY WAGE RATE PAID FOR ST AND OT	TOTAL FRINGE BENEFIT CREDIT	PAYMENT IN LIEU OF FRINGE BENEFITS	GROSS AMT EARNED	GROSS AMT EARNED FOR **ALL WORK**	DEDUCTIONS FOR **ALL WORK**				NET PAY TO WORKER FOR **ALL WORK**
								S	M	T	W	TH	F	S							TAX WITH-HOLDINGS	FICA	OTHER (MUST SPECIFY, SEE INSTRUCTIONS)	TOTAL DEDUCTIONS	
								5/25	5/26	5/27	5/28	5/29	5/30	5/31											
								HOURS WORKED EACH DAY																	
1	Doe	Jane		1234	J	Marble Finisher	ST	0	4	4	4	4	4	0	34	43.38	945.54	680.00	1,821.96	3,447.50	218.71	84.88	19.85	323.44	3,124.06
							OT	0	0	4	4	4/2	0	0		65.07/ 86.76									
2	Doe	John		5678	J	Marble Finisher	ST	0	8	8	8	8	8	0	40	43.38	1,112.40	800.00	1,735.20	3,447.50	218.71	84.88	19.85	323.44	3,124.06
							OT	0	0	0	0	0	0	0		65.07/ 86.76									
1	Doe	Jane		1234	RA	Teamster	ST	0	4	0	0	0	4	0	8	40.09	222.48	160.00	320.72	703.20	67.58	32.60	39.73	139.91	563.29
							OT	0	0	0	0	0	0	0		95.725/ 115.77									

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Page 2

PROJECT NAME	PROJECT NO. or CONTRACT NO.	PAYROLL NO.	PRIME CONTRACTOR'S/SUBCONTRACTOR'S BUSINESS NAME

PROJECT LOCATION	WEEK ENDING DATE	CERTIFYING OFFICIAL's NAME AND TITLE

I pai or supervised the payment of the laborers or mechanics working on the above project during the stated time period. I certify the following:

☐ The payroll information submitted with this statement is correct and complete for the above period, and the wage and fringe benefit rates paid to the workers, including credit taken for the reasonably anticipated costs of a bona fide fringe benefit plan, fund or program, are not less than the applicable wage and fringe benefits rates for the classification(s) of work actually performed, as specified in the wage determination(s) incorporated into the contract.

☐ All regular payrolls and all other basic records that the contractor is required to maintain for this payroll period are complete and accurate and will be made available upon request from the agency or the Department of Labor.

☐ The classifications reported for each laborer or mechanic are the classification(s) of work that each worker actually performed.

☐ Any workers paid as apprentices during the above period are duly registered in a bona fide apprenticeship program registered with the Office of Apprenticeship, Employment and Training Administration, United States Department of Labor ("OA"), or a State Apprenticeship Agency ("SAA") recognized by Department of Labor. I have verified the registered apprenticeship program information provided below as accurate and applicable to any apprentices identified on page 1 of this form.

APPRENTICESHIP PROGRAM NAME	REGISTERED		NAME OF LABOR CLASSIFICATION
	☐ OA	☐ SAA	
	☐ OA	☐ SAA	
	☐ OA	☐ SAA	

☐ anticipated costs of a bona fide fringe benefit plan, fund, or program, provide plan information and the hourly credit claimed for each worker listed on the previous page of this form.

HOURLY CREDIT FOR FRINGE BENEFITS

If an amount is listed in (6B) on the first page of this certified payroll form, enter the hourly credit claimed under each plan name, type and number for each worker and check whether the plan is funded or unfunded.

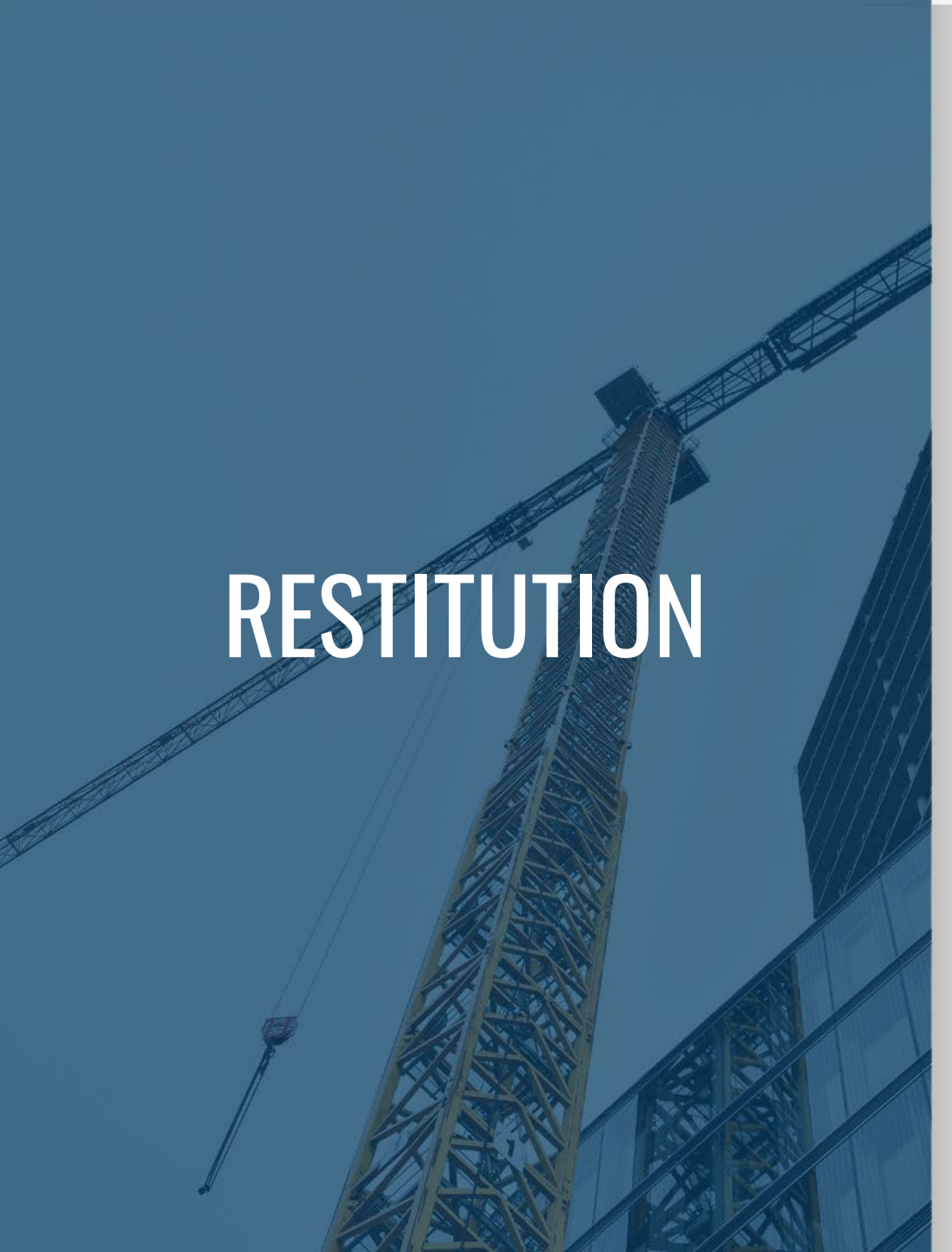
NAME OF WORKER	FB NAME		FB NAME		FB NAME		FB NAME		FB NAME		FB NAME		TOTAL HOURLY CREDIT
	FB TYPE		FB TYPE		FB TYPE		FB TYPE		FB TYPE		FB TYPE		
	PLAN NO.		PLAN NO.		PLAN NO.		PLAN NO.		PLAN NO.		PLAN NO.		
	☐ Funded	☐ Unfunded	☐ Funded	☐ Unfunded	☐ Funded	☐ Unfunded	☐ Funded	☐ Unfunded	☐ Funded	☐ Unfunded	☐ Funded	☐ Unfunded	
	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	$
	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	$
	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	$
	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	$
	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	$
	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	$
	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	$
	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hourly Credit	$	Hrly Credit	$	$

☐ All workers on the project have been paid the full weekly wages earned, and no rebates or deductions have been or will be made either directly or indirectly, other than permissible deductions as defined in 29 CFR part 3.

ADDITIONAL REMARKS

SIGNATURE OF CERTIFYING OFFICIAL	DATE	TELEPHONE NUMBER	EMAIL ADDRESS
		(___) ___-____	

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), AS WELL AS DEBARMENT FROM FUTURE FEDERAL AND FEDERALLY-ASSISTED CONTRACTS. INFORMATION REPORTED IN CERTIFIED PAYROLLS MAY BE SUBJECT TO DISCLOSURE IN RESPONSE TO A FREEDOM OF INFORMATION ACT REQUEST.



RESTITUTION

MUST NOW INCLUDE:

Interest, using the rate applicable for the underpayment of taxes, will be calculated from the date of underpayment, and compounded daily (29 CFR 5.10(a))

For percentage, see: 26 USC6621

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RECORDKEEPING: CONFIRMATION

All required records must be retained for at least three years once final completion takes place on a project

CPRs may be signed and submitted electronically

If you choose not to submit documents during an investigation, you cannot produce them later

Worker telephone numbers and email addresses must be collected

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REPORTING: RED FLAGS

Noticed time tracking that isn't Industry standard?

- Time reported by minutes
- Work reported by piecemeal
- Work reported by load or weight

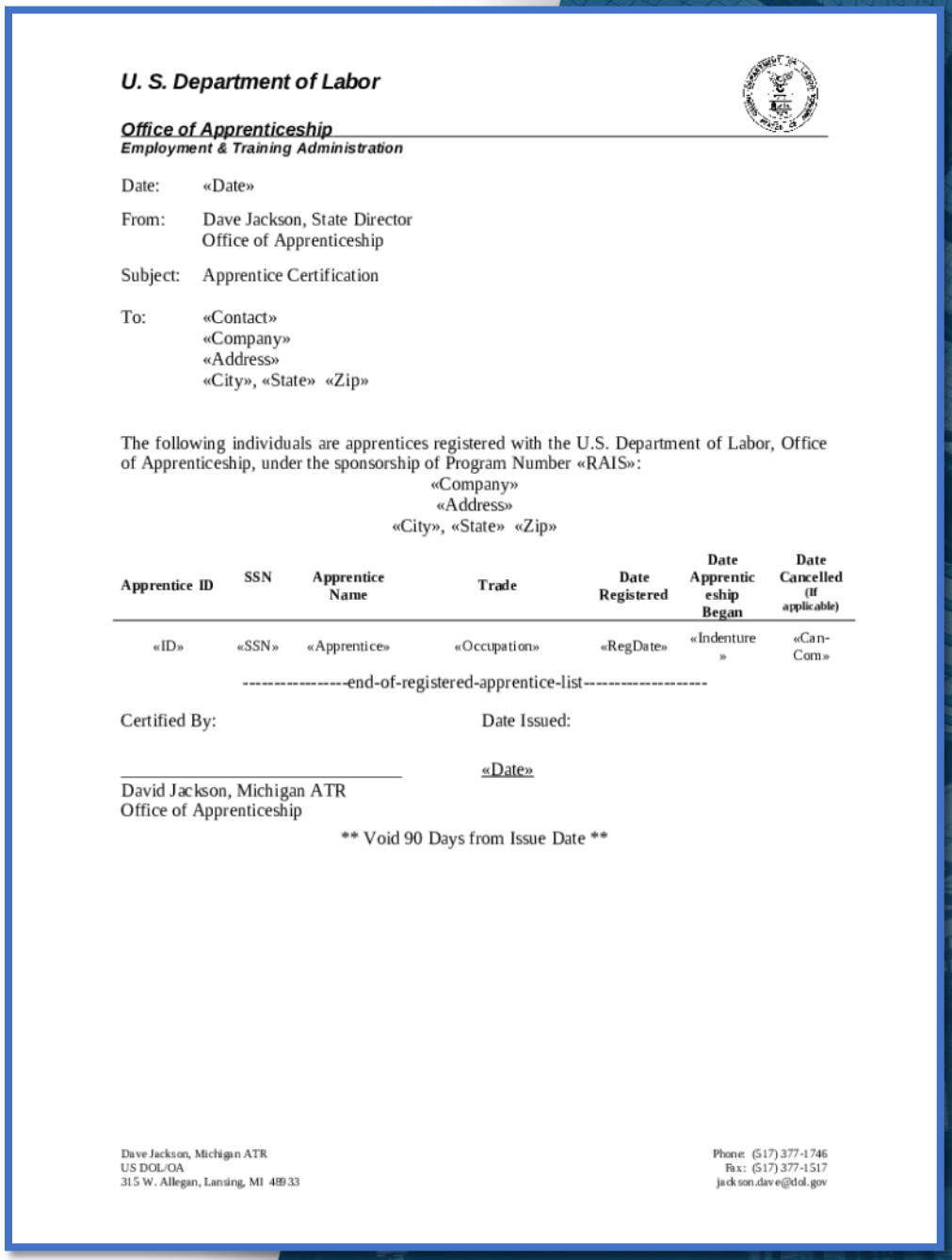
Contractors consistently reporting same hours?

- Only 40 hours
- Never anything else
- No overtime, ever

REPORTING RED FLAGS

Apprentices

- No documentation
- Expired certifications
- No advancement
- Ratios not followed



U. S. Department of Labor

Office of Apprenticeship
Employment & Training Administration

Date: «Date»

From: Dave Jackson, State Director
Office of Apprenticeship

Subject: Apprentice Certification

To: «Contact»
«Company»
«Address»
«City», «State» «Zip»

The following individuals are apprentices registered with the U.S. Department of Labor, Office of Apprenticeship, under the sponsorship of Program Number «RAIS»:
«Company»
«Address»
«City», «State» «Zip»

Apprentice ID	SSN	Apprentice Name	Trade	Date Registered	Date Apprenticeship Began	Date Cancelled (If applicable)
«ID»	«SSN»	«Apprentice»	«Occupation»	«RegDate»	«Indenture»	«Can-Com»

----------end-of-registered-apprentice-list----------

Certified By: Date Issued:

_____ «Date»
David Jackson, Michigan ATR
Office of Apprenticeship

** Void 90 Days from Issue Date **

Dave Jackson, Michigan ATR
US DOL/OA
315 W. Allegan, Lansing, MI 48933

Phone: (517) 377-1746
Fax: (517) 377-1517
jackson.dave@dol.gov

FINAL TIPS

Awarding Bodies

- Set expectations before work begins
- Review reports consistently
- Verify payrolls against the jobsite

Prime Contractors

- Educate and monitor subcontractors
- Track compliance weekly
- Perform periodic internal audits and field checks

Subcontractors

- Ask questions
- Keep payroll records current
- Submit certified payrolls on time

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Field Operations Handbook

- Chapter 15
- Revised 03/31/2016
- www.dol.gov/agencies/whd/field-operations-handbook/Chapter-15

Prevailing Wage Resource Book

- Revised April 2024
- www.dol.gov/agencies/whd/government-contracts/prevailing-wage-resource-book

All Agency Memorandums

- 130
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Websites

- www.dol.gov
- www.sam.gov
- www.hud.gov

HELPFUL PUBLICATIONS

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THANK YOU

Feel free to reach out to us if you have any questions.

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(714) 669-0052

Website
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Email Address
aescott@lcptracker.com