

Overtime

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Application of Overtime

(Davis-Bacon)

- Time and one half (or premium pay) must be paid for all hours worked after 40 hours.
- Fringe benefits must be paid for ALL hours worked, including the overtime hours.
- Overtime is calculated using the half time premium on the “base rate” only.
The fringe benefits amount whether paid in hourly wages or in bona fide benefits is not included in the half time premium.
- In general, with few exceptions, overtime should not be computed on any amount less than the published base hourly rate.

Overtime and Fringe Benefits

- When computing overtime wages, the total wages paid must meet or exceed the combination stated in the contract:

$$(\$22.00 \times 1.5) + \$8.00 = \$41.00$$

- Regardless of what combination of fringes and hourly rate is used

Overtime Examples

(Davis-Bacon)

The published hourly rate is \$22 and the fringe is \$8, and employee worked 44 hours.

The employer does not offer any benefits. The \$8.00 in fringes is paid as hourly wages. The worker would be due on his check (and shown on certified payroll):

$$\begin{array}{r} 44 \text{ hours} \times \$30 = \$1,320 \text{ (straight time pay)} \\ 4 \text{ hours} \times 1/2 (\$22) = \$ 44 \text{ (overtime premium)} \end{array}$$

\$1,364

The published hourly rate is \$22 and the fringe is \$8, and employee worked 44 hours.

The employer puts \$8.00 per hour into the workers 401k plan to meet the fringe benefits requirement. The worker would be due on his check (and shown on certified payroll):

44 hours x \$22 = \$ 968 (straight time pay)

4 hours x ½ (\$22) = \$ 44 (overtime premium)

\$1,012

*note – in addition, the worker would be due \$352 (44 x \$8) in his 401k account. Note the total is the same in all examples (\$1,012 + \$352 = **\$1,364**)

The published hourly rate is \$22 and the fringe is \$8, and employee worked 44 hours

The employer puts pays the worker \$19 per hour and puts \$11 per hour into the workers 401k plan. The worker would be due on his check (and shown on certified payroll).

$$\begin{array}{r} 44 \text{ hours} \times \$19 = \quad \$836 \text{ (straight time pay)} \\ 4 \text{ hours} \times \frac{1}{2} (\$22) = \quad \$ 44 \text{ (overtime premium)} \end{array}$$

\$880

*note – in addition, the worker would be due \$484 (44 x \$11) in his 401k account. Note the total is the same in all example (\$880 + \$484 = **\$1,364**)

Overtime

(Davis-Bacon)

- Rates of pay for a worker working in different classifications during a week with overtime.
- Weighted average is allowed in calculating overtime:

\$15/hr for 40 hours as a laborer = \$600

\$25/hr for 10 hours as an operator = \$250

Average Rate = (Total Dollars) / (Total Hours)

\$850/50 hours = \$17

Premium Rate = \$17 X 1/2 = \$8.50

Premium Pay = \$8.50 X 10 hours = \$85.00

Total for the 50 hours worked:

\$600.00 + \$250.00 + \$85.00 = \$935.00

Overtime

(State Prevailing Wage)

- Time and one half generally must be paid for all hours worked after 8 hours. (Unless a 4-10 hour work week is approved)
- Be aware of double time provisions for certain trades.
- Overtime rates are listed in a separate column on the State wage determination.
- Overtime provisions are represented as a nine-character code on State projects.
- Per Operating Engineers/Laborers CBAs Vac/Holiday fringe is subject to the 1.5 multiplier for overtime hours.

Overtime

(State Prevailing Wage)



MICHIGAN DEPARTMENT OF LABOR & ECONOMIC GROWTH
WAGE & HOUR DIVISION

2007 MICHIGAN PREVAILING WAGE RATE SCHEDULE
for Parking Lot, ROAD, HIGHWAY, BRIDGE & AIRPORT CONSTRUCTION



Issue Date:
Contract must be awarded by:

Bid Letting Date: Item #:

Construction Mechanic Classification	Straight Time Rate	Time & One-Half Rate	Double Time Rate	Overtime Code
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2007 Michigan Prevailing Wage Rate Schedule for Parking Lot, Road, Highway, Bridge & Airport Construction 2

Issue Date: Contract must be awarded by:
Bid Letting Date: Item #:

OPERATING ENGINEERS				
Zone 1 CLASS I	\$43.47	\$57.28	NONE	HHHHHHHHY
CLASS II	\$36.74	\$47.18	NONE	HHHHHHHHY
CLASS II – GREASE TRUCK	\$38.04	\$49.13	NONE	HHHHHHHHY
CLASS III	\$36.18	\$46.34	NONE	HHHHHHHHY
CLASS IV	\$36.01	\$46.09	NONE	HHHHHHHHY
Zone 2 CLASS I	\$43.47	\$57.28	NONE	HHHHHHHHY
CLASS II	\$36.59	\$46.96	NONE	HHHHHHHHY
CLASS II – GREASE TRUCK	\$37.89	\$48.91	NONE	HHHHHHHHY
CLASS III	\$36.03	\$46.12	NONE	HHHHHHHHY
CLASS IV	\$35.71	\$45.64	NONE	HHHHHHHHY

Overtime

(State Prevailing Wage)

OT Calculation:

Base Rate: \$24.01

V/H: +\$3.60
 \$27.61
 x 1.5
 \$41.42

Fringes: +\$15.86

OT Rate: \$57.28

Home > Labor > Labor Wages > Operating Wages

Operating Engineers Wage Rates
(for road building construction)

Effective first full payroll period on or after June 1, 2007.

A Certified Crane Operator (CCO) who is working in a crew on a bridge project shall be paid the following hourly premium:

- A. Swing boom truck operator over 12 tons - \$.50 per hour
- B. Hydraulic crane operator 75 tons and under - \$.75 per hour
- C. Hydraulic crane operator over 75 tons - \$1.00 per hour
- D. Lattice boom crane operator - \$1.50 per hour

CLASS I
Effective first full payroll period on or after June 1, 2007.

	ZONE 1	ZONE 2
*Base Rate Per Hour	\$24.01	\$24.01
**Vacation and Holiday (Funded)	3.60	3.60
*Supplemental Vacation (Funded)	.05	.05
Pension (Funded)	6.35	6.35
Health Care (Funded)	7.85	7.85
Apprentice (Funded)	.10	.10
Retiree Benefit (Funded)	.42	.42
324 Labor Management Education Committee	.09	.09
Defined Contribution Plan	1.00	1.00
	\$43.47	\$43.47
Industry Promotion Fund	.11	.11
Total	\$43.58	\$43.58

Overtime State Prevailing Wage

OVERTIME PROVISIONS FOR MICHIGAN PREVAILING WAGE RATE SCHEDULE

- Overtime is represented as a nine character code. Each character represents a certain period of time after the first 8 hours Monday thru Friday.

	Monday thru Friday	Saturday	Sunday & Holidays
First 8 Hours		4	8
9 th Hour	1	5	
10 th Hour	2	6	
Over 10 hours	3	7	

Overtime for Monday thru Friday after 8 hours:

the 1st character is for time worked in the 9th hour (8.1 - 9 hours)

the 2nd character is for time worked in the 10th hour (9.1 - 10 hours)

the 3rd character is for time worked beyond the 10th hour (10.1 and beyond)

Overtime on Saturday:

the 4th character is for time worked in the first 8 hours on Saturday (0 - 8 hours)

the 5th character is for time worked in the 9th hour on Saturday (8.1 - 9 hours)

the 6th character is for time worked in the 10th hour (9.1 - 10 hours)

the 7th character is for time worked beyond the 10th hour (10.01 and beyond)

Overtime on Sunday & Holidays

the 8th character is for time worked on Sunday or on a holiday

4 Ten hour days @ Regular Time

the last character indicates if an optional 4-day 10-hour per day workweek can be worked between Monday and Friday without paying overtime after 8 hours worked.

- Overtime Indicators Used in the Overtime Provision:

H - means TIME AND ONE-HALF due

D - means DOUBLE PAY due

Y - means YES an optional 4-day 10-hour per day workweek can be worked without paying overtime after 8 hours worked

N - means NO optional 4-day 10-hour per day workweek can be worked without paying overtime after 8 hours worked

- EXAMPLES:

HHHHHDDY - This example shows that the 1½ rate must be used for time worked after 8 hours Monday thru Friday (characters 1 - 3) and for all hours worked on Saturday, (characters 4 - 6), except hours worked after 10 hours on Saturday (7th character). Work done after 10 hours must be paid at the double time rate. Work done on Sunday or holidays must be paid double time (character 8). The Y (character 9) indicates that 4 ten-hour days is an acceptable alternative workweek at regular pay.

HHHHHHHY means that the 1½ rate must be used for time worked after 8 hours worked Monday thru Friday (characters 1-3); and for any hours worked on Saturdays, Sundays or holidays (characters 4-8). The Y (character 9) indicates that 4 ten-hour days is an acceptable alternative workweek at regular pay.