

Prevailing Wage Compliance 2016

Prevailing Wage Components

Contract Documents

Wage Decisions

Wage Rate Interviews

Overtime

Certified Payrolls

Truck Drivers

*Adam Strong
Prevailing Wage Compliance Specialist
(517) 719-7344
stronga1@michigan.gov*



Wage Decisions

Davis-Bacon

- There are four basic categories of wage determinations based on construction work type:

– **Highway (MI1)**

– **Heavy**

– Building

– Residential

Wage Determinations

- The wage determination contain a workers:
 - Classification Identifier (example CARP004-004)
 - Corresponding wage rate
 - Geographical area where that rate has been found to prevailing

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CARP0004-005 06/01/2013  
  
LIVINGSTON (Townships of Brighton, Deerfield, Genoa, Hartland,  
Oceola & Tyrone), MACOMB, MONROE, OAKLAND, SANILAC, ST. CLAIR  
AND WAYNE COUNTIES  
  
Rates Fringes  
CARPENTER (Piledriver).....$ 28.09 24.31  
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Wage Decisions Davis-Bacon

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The body of each wage determination lists the classification  
and wage rates that have been found to be prevailing for the  
cited type(s) of construction in the area covered by the wage  
determination. The classifications are listed in alphabetical  
order of "identifiers" that indicate whether the particular  
rate is union or non-union.  
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Wage Decisions

Davis-Bacon

Union Identifiers

An identifier enclosed in dotted lines beginning with characters other than "SU" denotes that the union classification and rate have found to be prevailing for that classification. Example: PLUM0198-005 07/01/2011. The first four letters , PLUM, indicate the international union and the four-digit number, 0198, that follows indicates the local union number or district council number where applicable , i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. The date, 07/01/2011, following these characters is the effective date of the most current negotiated rate/collective bargaining agreement which would be July 1, 2011 in the above example.

Union prevailing wage rates will be updated to reflect any changes in the collective bargaining agreements governing the rate.

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Wage Decisions

Davis-Bacon

WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.
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Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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Worker Classification

- Worker classifications are based on the “type of work” actually performed, which may be different than the title assigned to workers on private work.
- Some worker’s may be classified as “apprentices” which allows for a lower PW rate. Apprentices are allowed. However, they must be enrolled in a program bona fide apprenticeship program registered with the U.S. Department of Labor, Office of Apprenticeship (OA).

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Worker Classification (continued)

- Some workers may have multiple duties. They may use a hand rake for several hours a day and a front end loader for the remainder of the day.
 - In this instance the employer must split up the employee's time into two work categories (laborer and operator). Each category has its own hourly rate and benefit requirement that must be met. The CPR records should reflect both classifications and time spent performing each, within reason.
- An employee must be paid for all ‘principal’ activities as well as ‘activities’ which are an integral part of a ‘principal activity’.
 - For example, these include wait time and standby time while sitting “idle” until the next gravel truck arrives for a reload.

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FHWA-1273

IV. Davis-Bacon and Related Acts Provisions

the classification of work actually performed, without regard to skill, except as provided in 29 CFR 5.5(a)(4). Laborers or mechanics performing work in more than one classification may be compensated at the rate specified for each classification for the time actually worked therein: Provided, That the employer's payroll records accurately set forth the time spent in each classification in which work is performed. The wage determination (including any additional classification and wage rates conformed under paragraph 1.b. of this section) and the Davis-Bacon poster (WH-1321) shall be posted at all times by the contractor and its subcontractors at the site of the work in a prominent and accessible place where it can be easily seen by the workers.

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Worker Classification (continued)

- **Working Foreman**
 - Foremen or supervisors who regularly spend more than 20% of their time performing construction work are covered under prevailing wage for the time spent performing construction work.
- **Exclusions**
 - Individuals whose duties are primarily administrative, executive, or clerical are not laborers or mechanics. Examples include superintendents, office staff, timekeepers, messengers, etc.

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Multiple Wage Decision

Davis-Bacon

Why is there more than one decision in a contract?

- The USDOL requires multiple wage decisions be placed into contracts when the following occurs:
 - When items are substantial in relation to the project cost – more than approximately 20% of the Engineer Estimate
 - When a project is very large, items of work of a different character may be sufficiently substantial to warrant a separate decision even though these items of work do not specifically amount to 20 percent of the total project cost (\$1,000,000 or more)

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Multiple Wage Decision

Davis-Bacon

- Most frequently for MDOT work, the Heavy Decision applies to the:

sewer and watermain work

- All other work performed on the project will be covered by the 'AIRPORT & BRIDGE, HIGHWAY, SEWER/INCID. TO HWY' wage decision (MI1 Highway)

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Highway (MI1)

Heavy

General Decision Number: MI150001 01/02/2015 **MI1**
 Superseded General Decision Number: MI20140001
 State: Michigan
Construction Types: Highway (Highway, Airport & Bridge XXXXX and Sewer/Incid. to Hwy.)
Counties: Michigan Statewide.
 Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Davis-Bacon Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date		
0	01/02/2015		
CARP0004-004 06/01/2013			
REMAINDER OF STATE			
	Rates	Fringes	
CARPENTER (Filedriver).....	\$ 28.34	17.37	

CARP0004-005 06/01/2013			
LIVINGSTON (Townships of Brighton, Deerfield, Genoa, Hartland, Ocedia & Tycone), MACOMB, MONROE, OAKLAND, SANILAC, ST. CLAIR AND WAYNE COUNTIES			
	Rates	Fringes	
CARPENTER (Filedriver).....	\$ 23.09	24.31	

General Decision Number: MI150075 01/02/2015 **MI75**
 Superseded General Decision Number: MI20140075
 State: Michigan
 Construction Type: **Heavy**
County: Wayne County in Michigan.
 Heavy, Includes Water, Sewer Lines and Excavation (Excludes Hazardous Waste Removal; Coal, Oil, Gas, Dust and other similar Pipeline Construction)
 Note: Executive Order (EO) 13658 establishes an hourly minimum wage of \$10.10 for 2015 that applies to all contracts subject to the Davis-Bacon Act for which the solicitation is issued on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.10 (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

Modification Number	Publication Date		
0	01/02/2015		
BOIL0169-003 01/01/2012			
	Rates	Fringes	
BOILERMAKER.....	\$ 22.78	28.39	

CARP0687-008 06/01/2014			
	Rates	Fringes	
CARPENTER, Includes Form Work....	\$ 29.91	25.26	
FILEDRIVERMAN.....	\$ 29.91	25.26	

Sewer/Incid. To Hwy???

General Decision Number: MI150001 01/02/2015 **MI1**
 Superseded General Decision Number: MI20140001
 State: Michigan
Construction Types: Highway (Highway, Airport & Bridge xxxxx and Sewer/Incid. to Hwy.)
Counties: Michigan Statewide.

General Decision Number: MI150075 01/02/2015 **MI75**
 Superseded General Decision Number: MI20140075
 State: Michigan
 Construction Type: **Heavy**
County: Wayne County in Michigan.

Notice to Bidders

Multiple Wage Decisions

12NB-13-02

MICHIGAN
DEPARTMENT OF TRANSPORTATION

NOTICE TO BIDDERS
FOR
MULTIPLE DAVIS-BACON WAGE DECISIONS

CSD:JDM 1 of 1 APPR:MAS:09-24-14

This proposal may contain multiple Davis-Bacon Wage Decisions. In order to clarify the work covered by each decision, the following explanations are offered:

General Decision MI120001 covers all airport construction, bridge construction, highway construction, and sewer and watermain work that are incidental to highway projects. **The construction type indicated on this decision is "HIGHWAY (HIGHWAY, AIRPORT & BRIDGE xxxxx and SEWER/INCID. TO HWY.)"** This wage decision is the most commonly used wage decision in MDOT's federally funded projects.

In accordance with the U.S. Department of Labor's All Agency Memorandums No. 130 and No. 131, multiple wage decisions will be included in those projects in which a second category of work is substantial in relation to project cost – more than approximately 20% or \$1,000,000. Sewer and watermain work is considered to fall under the Heavy Construction work classification by the DOL, therefore when that work type is more than 20% of the engineer's estimate or \$1,000,000, the wage decision with the construction type "HEAVY CONSTRUCTION PROJECTS" will also be included in the proposal and is to be used for the sewer and watermain work in the proposal. All other work performed on the project will be covered by the "HIGHWAY (HIGHWAY, AIRPORT & BRIDGE xxxxx and SEWER/INCID. TO HWY.)" wage decision.

Also, when the landscape work is more than 20% of the project cost or \$1,000,000, the "HEAVY CONSTRUCTION PROJECTS" wage decision will be included in the proposal to cover all landscape work. All other work performed on the project will be covered by the "HIGHWAY (HIGHWAY, AIRPORT & BRIDGE xxxxx and SEWER/INCID. TO HWY.)" wage decision. If the project is a total landscape project, only the "HEAVY CONSTRUCTION PROJECTS" wage decision will be in the proposal.

Rest area building projects will include the construction type "BUILDING" wage decision when the building portion of the work is more than 20% of the project cost or \$1,000,000. The other work performed on the project will be covered by the "HIGHWAY (HIGHWAY, AIRPORT & BRIDGE xxxxx and SEWER/INCID. TO HWY.)" wage decision and/or the "HEAVY CONSTRUCTION PROJECTS" wage decision (landscape and/or sewer and watermain work) if either or both are greater than 20% or \$1,000,000.

Although there is only one wage decision for "HIGHWAY (HIGHWAY, AIRPORT & BRIDGE xxxxx and SEWER/INCID. TO HWY.)" work (MI120001), the "HEAVY CONSTRUCTION PROJECTS" and "BUILDING" wage decisions vary from county to county.

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Common Misclassification: Slope Restoration for Roadway & Bridge Construction

Incorrect

Correct

General Decision Number: MI150001 01/02/2015 MI1

*** LABO0334-001 09/01-2014**

	Rates	Fringes
Laborers - open cut:		
ZONE 1 - MACOMB, OAKLAND AND WAYNE COUNTIES:		
GROUP 1.....	\$ 21.42	16.28
GROUP 2.....	\$ 21.53	16.28
GROUP 3.....	\$ 21.58	16.28
GROUP 4.....	\$ 21.66	16.28
GROUP 5.....	\$ 21.72	16.28
GROUP 6.....	\$ 19.17	16.28
GROUP 7.....	\$ 15.79	16.28
ZONE 2 - LIVINGSTON COUNTY (east of M-151 (Oak Grove Rd.)); MONROE AND WASHTENAW COUNTIES:		
GROUP 7: Restoration laborer, seeding, sodding, planting, cutting, mulching and top soil grading; and the restoration of property such as replacing mailboxes, wood chips, planter boxes, flagstones, etc.		

LABO0465-001 06/01/2014

LABORER: Highway, Bridge and Airport Construction

AREA 1: GENESEE, MACOMB, MONROE, OAKLAND, WASHTENAW AND WAYNE COUNTIES

	Rates	Fringes
LABORER (AREA 1)		
GROUP 1.....	\$ 24.71	12.75

LABORER CLASSIFICATIONS

GROUP 1: Asphalt shoveler or loader; asphalt plant misc.; burlap person; yard person; dumper (wagon, truck, etc.); joint filling laborer; **miscellaneous laborer**; unskilled laborer; sprinkler laborer; form setting laborer; form stripper; pavement reinforcing; handling and placing (e.g., wire mesh, steel mats, dowel bars); mason's tender or bricklayer's tender on manholes; manhole builder; headwalls, etc.; waterproofing, (other than buildings) seal coating and slurry mix, shoring, underpinning; pressure grouting; bridge pin and hanger removal; material recycling laborer; horizontal paver laborer (brick, concrete, clay, stone and asphalt); ground stabilization and modification laborer; grouting; waterblasting; top person; railroad track and trestle laborer; carpenter's tender; guard rail

DBRA LABO0334-001 ('Open-Cut' Laborer)

SCOPE OF WORK:

Open cut construction work shall be construed to mean work which requires the excavation of earth including industrial, commercial and residential building site excavation and preparation, land balancing, demolition and removal of concrete and underground appurtenances, grading, paving, sewers, utilities and improvements; retention, oxidation, flocculation and irrigation facilities, and also including but not limited to underground piping, conduits, steel sheeting for underground construction, and all work incidental thereto, and general excavation. For all areas except the Upper Peninsula, open cut construction work shall also be construed to mean waterfront work, piers, docks, seawalls, breakwalls, marinas and all incidental work. **Open cut construction work shall not include any structural modifications, alterations, additions and repairs to buildings, or highway work, including roads, streets, bridge construction and parking lots or steel erection work and excavation for the building itself and back filling inside of and within 5 ft. of the building and foundations, footings and piers for the building.** Open cut construction work shall not include any work covered under Tunnel, Shaft and Caisson work.

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Common Misclassification: Skid Steer (Bobcat) Roadway & Bridge Construction

Incorrect

Correct

LABO0465-001 06/01/2014

LABORER: Highway, Bridge and Airport Construction
 AREA 1: GENESEE, MACOMB, MONROE, OAKLAND, WASHTENAW AND WAYNE COUNTIES

	Rates	Fringes
LABORER (AREA 1) GROUP 1.....	\$ 24.71	12.75

GROUP 1: Asphalt shoveler or loader; asphalt plant misc.; burlap person; yard person; dumper (wagon, truck, etc.); joint filling laborer; miscellaneous laborer; unskilled laborer; sprinkler laborer; form setting laborer; form stripper; pavement reinforcing; handling and placing (e.g., wire mesh, steel mats, dowel bars); mason's tender or bricklayer's tender on manholes; manhole builder; headwalls, etc.; waterproofing (other than buildings) seal coating and slurry mix, shooting, underpinning; pressure grouting; bridge pin and hanger removal; material recycling laborer; horizontal paver laborer (brick, concrete, clay, stone and asphalt); ground stabilization and modification laborer; grouting; waterblasting; top person; railroad track and trestle laborer; carpenters' tender; guard rail builders' tender; earth retention barrier and wall and M.S.E. wall installer's tender; highway and median installer's tender (including sound, retaining, and crash barriers); fence erector's tender; asphalt raker tender; sign installer; remote control operated equipment.

General Decision Number: MI150001 01/02/2015 MI1

ENGI0324-006 06/01/2014

AREA 1: GENESEE, MACOMB, MONROE, OAKLAND, WASHTENAW AND WAYNE COUNTIES

	Rates	Fringes
Power equipment operators: (AIRPORT, BRIDGE & HIGHWAY CONSTRUCTION) AREA 1 GROUP 5.....	\$ 22.80	21.85

GROUP 5: Boiler fire tender; Oiler; Fire tender; Trencher (service); Flexplane operator; Cleftplane operator; Grader operator (self-propelled fine-grade or form (concrete)); Finishing machine operator (concrete); Boom or winch hoist truck operator; Endloader operator (under 1 yd. capacity); Roller operator (other than asphalt); Curing equipment operator (self-propelled); Concrete saw operator (40 h.p. or over); Power bin operator; Plant drier operator (asphalt); Vibratory compaction equipment operator (6 ft. wide or over); Guard post driver operator (power driven); All mulching equipment; Stump remover; Concrete pump (under 3-in.); Mesh installer (self-propelled); Tractor operator (farm type); End dump; **Skid steer**

Multiple Wage Decision

- When the landscape work is more than 20% of the project, the 'Heavy' wage decision will be included in the proposal to cover the landscape work
- All other work performed on the project will be covered by the 'AIRPORT & BRIDGE, HIGHWAY, SEWER/INCID. TO HWY' wage decision

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Heavy Decision

Davis-Bacon

- If the project is a total landscape project, only the 'HEAVY' wage decision will be in the proposal.

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Building Decision

Davis-Bacon

- Rest areas and welcome center building projects will include the construction type 'BUILDING' wage decision when that portion of the work is more than 20% of the project cost or \$1,000,000
- The building decision will include crafts necessary to complete building work

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STATE OF MICHIGAN
Prevailing Wages
PO Box 30476
Lansing, MI 48909
517-322-1825

Informational Sheet: Prevailing Wages on State Projects



General Information Regarding Fringe Benefits

Certain fringe benefits may be credited toward the payment of the Prevailing Wage Rate:

- If a fringe benefit is paid directly to a construction mechanic
- If a fringe benefit contribution or payment is made on behalf of a construction mechanic
- If a fringe benefit, which may be provided to a construction mechanic, is pursuant to a written contract or policy
- If a fringe benefit is paid into a fund, for a construction mechanic

When a fringe benefit is not paid by an hourly rate, the hourly credit will be calculated based on the annual value of the fringe benefit divided by 2080 hours per year (52 weeks @ 40 hours per week).

The following is an example of the types of fringe benefits allowed and how an hourly credit is calculated:

Vacation	40 hours X \$14.00 per hour = \$560/2080 =	\$ 27
Dental insurance	\$31.07 monthly premium X 12 mos. = \$372.84/2080 =	\$ 18
Vision insurance	\$5.38 monthly premium X 12 mos. = \$64.56/2080 =	\$ 03
Health insurance	\$230.00 monthly premium X 12 mos. = \$2,760.00/2080 =	\$ 133
Life insurance	\$27.04 monthly premium X 12 mos. = \$324.48/2080 =	\$ 16
Tuition	\$500.00 annual cost/2080 =	\$ 24
Bonus	4 quarterly bonus/year x \$250 = \$1000.00/2080 =	\$ 48
401k Employer Contribution	\$2000.00 total annual contribution/2080 =	\$ 96
Total Hourly Credit		\$3.65

Other examples of the types of fringe benefits allowed:

- Ⓢ Sick pay
- Ⓢ Holiday pay
- Ⓢ Accidental Death & Dismemberment insurance premiums

The following are examples of items that will not be credited toward the payment of the Prevailing Wage Rate

- Legally required payments, such as:
 - Ⓢ Unemployment Insurance payments
 - Ⓢ Workers' Compensation Insurance payments
 - Ⓢ FICA (Social Security contributors, Medicare contributors)
- Reimbursable expenses, such as:
 - Ⓢ Clothing allowance or reimbursement
 - Ⓢ Uniform allowance or reimbursement
 - Ⓢ Gas allowance or reimbursement
 - Ⓢ Travel time or payment
 - Ⓢ Meals or lodging allowance or reimbursement
 - Ⓢ Per diem allowance or payment
- Other payments to or on behalf of a construction mechanic that are not wages or fringe benefits, such as:
 - Ⓢ Industry advancement funds
 - Ⓢ Financial or material loans

State Prevailing Wage Rate Schedule

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**Official 2015 Prevailing Wage Rate Schedule
for Parking Lot, Road, Highway, Bridge and Airport Construction**

Issue Date: 10/26/2015
Contract must be awarded by: 1/24/2016
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Construction Mechanic Classification	WAGE	Straight Time Rate	Time and One Half Rate	Double Time Rate	Overtime Code
OPERATING ENGINEERS CLASS B ZONE 1	9000221	\$21.24	\$31.86		H H H H H H H Y
	942018				
	942018	FRINGE	\$25.70	\$27.30	
OPERATING ENGINEERS ZONE 1 Genesee, Oakland, Macomb, Monroe, Washtenaw and Wayne counties					
Make up day allowed comment 4 lens allowed M-Th or T-F. If work cannot be performed due to weather during the M-Th schedule, Friday may be worked as a make-up day.					
OPERATING ENGINEERS GREASE TRUCK CLASS B ZONE 1	90002210	WAGE	\$22.37	\$33.56	H H H H H H H Y
	942018				
	942018	FRINGE	\$26.87	\$27.66	
OPERATING ENGINEERS ZONE 1 Genesee, Oakland, Macomb, Monroe, Washtenaw and Wayne counties					
Make up day allowed comment 4 lens allowed M-Th or T-F. If work cannot be performed due to weather during the M-Th schedule, Friday may be worked as a make-up day.					
OPERATING ENGINEERS CLASS 2 ZONE 2	9000222	WAGE	\$21.11	\$31.67	H H H H H H H Y
	942018				
	942018	FRINGE	\$25.68	\$27.27	
OPERATING ENGINEERS ZONE 2 The entire state except those counties listed in Zone 1 (Genesee, Oakland, Macomb, Monroe, Washtenaw and Wayne)					
Make up day allowed comment 4 lens allowed M-Th or T-F. If work cannot be performed due to weather during the M-Th schedule, Friday may be worked as a make-up day.					
OPERATING ENGINEERS GREASE TRUCK CLASS 2 ZONE 2	90002220	WAGE	\$22.24	\$33.36	H H H H H H H Y
	942018				
	942018	FRINGE	\$25.85	\$27.52	
OPERATING ENGINEERS ZONE 2 The entire state except those counties listed in Zone 1 (Genesee, Oakland, Macomb, Monroe, Washtenaw and Wayne)					
Make up day allowed comment 4 lens allowed M-Th or T-F. If work cannot be performed due to weather during the M-Th schedule, Friday may be worked as a make-up day.					

Official Request #: 310
Requestor: Michigan Department of Transportation

Official Rate Schedule

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Every contractor and subcontractor shall keep posted on the construction site, in a conspicuous place, a copy of all prevailing wage and fringe benefit rates prescribed in a contract.

**STATE OF MICHIGAN
2015 MICHIGAN PREVAILING WAGE RATE SCHEDULE
For Parking Lot, Road, Highway, Bridge & Airport Construction**

OPERATING ENGINEERS CLASSIFICATION DESCRIPTIONS		
Class I	Asphalt Paver (self-propelled)	Paver Operator (5 bags or more)
	Asphalt Patcher (self-propelled)	Pump Operator (5" discharge or over, gas, diesel powered, or generator of 300 amp or larger)
	Asphalt Plant Operator	Pile Driving Operator
	Auto-Grader	Roller Operator (Asphalt)
	Blade Grader Operator	Roto Mill
	Batch Plant (concrete-central mix)	Roller Operator (Asphalt)
	Backhoe (with over 3/8 yard bucket)	Side Boom Tractor (type D-4, equivalent or larger)
	Bulldozer Operator	Self-Propelled or Tractor Drawn Scraper
	Concrete Pump 3" and over	Slurry Machine (asphalt)
	Conveyor Loader Operator (rutilid type)	Swinging Boom Truck (over 12 ton capacity)
	Crane Operator	Shouldering or Gravel Distributing Machine Operator (self-propelled)
	Drumline Operator	Shovel Operator
	Elevating Grader Operator	Side Boom Tractor (type D-4 or equivalent or larger)
	End-loader Operator (1 yard capacity or over)	Tractor Operator
	Slip Form Paver	Trenching Machine Operator Tube
	Finishing Machine Operator (asphalt)	Finisher (slip form paving) Farm type tractor with attached pan
	Gravel Operator (and similar type machines)	
	Hoisting Engineer	
	Hydro demolisher (water blaster)	
	Locomotive Operator	
	Mechanic	
Class II	Sweeper (wayne type & similar equipment)	Backhoe (with 3/8 yard bucket or less)
	Screening Plant Operator	Side Boom Tractor
	Washing Plant Operator	(smaller than D-4 type or equivalent)
	Crusher Operator	Batch Plant (concrete-dry mix)
	Vacuum Truck Operator	
Class III	Compass Truck	
Class III	Air Compressor Operator (800 cfm or more)	
	Air Compressor (2 or more, less than 600 cfm)	
	Concrete Breaker	
	Tractor Operator (farm type with attachments)	
	Wagon Drill Operator	
Class IV	Boiler Fireman	Slump Remover
	Older	Skid Steer
	End-loader Operator (under 1 yard capacity)	Fireman
	Roller Operator (other than asphalt)	Mechanic's Helper
	Curing Equipment Operator (self-propelled)	Trencher (service)
	Concrete Saw Operator (Over 40 HP)	Flexplane Operator
	Power Bin Operator	Clefplane Operator
	Plant Drier Operator (asphalt)	Grader Operator Self-propelled Five-Grade or 6 cfm (concrete) Finishing
	Vibratory Compaction Equipment (5' wide or over)	Machine Operator (concrete) Concrete Pump (under 3')
	Guard Post Driver Operator	Farm Type Tractor Operator
	All Mulching Equipment	Mesh Installer (self-propelled)
	Boom or Winch Hoist Truck Operator	
	End Dumps	

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State PW Rate Schedule
Laborers

Official 2015 Prevailing Wage Rate Schedule
for Parking Lot, Road, Highway, Bridge and Airport Construction

Issue Date: 10/26/2015
Contract must be awarded by: 1/24/2016
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Construction Mechanic Classification	WAGE	FRINGE	Straight Time Rate	Time and One Half Rate	Double Time Rate	Overtime Code
LABORERS CLASS 1 ZONE 2						X X X X X X H Y
Apprentice Rates:						
0-1000 WORK HOURS	\$15.20	\$22.80	\$15.75	\$17.15		
1001-2000 WORK HOURS	\$16.21	\$24.32	\$15.75	\$17.15		
2001-3000 WORK HOURS	\$17.22	\$25.83	\$15.75	\$17.15		
3001-4000 WORK HOURS	\$19.25	\$28.88	\$15.75	\$17.15		
LABORERS ZONE 2 Alcona, Arenac, Benzie, Branch, Calhoun, Cass, Charlevoix, Cheboygan, Chippewa, Charlevoix, Cheboygan, Clare, Crawford, Emmet, Gladwin, Grand Traverse, Ionia, Isabella, Iosco, Kalamazoo, Leelanau, Leelanau, Livingston, Mackinac, Manistee, Montcalm, Muskegon, Ogemaw, Oshtemo, St. Clair, St. Joseph, Tuscola, and Van Buren						
LABORERS CLASS 1 ZONE 3 & 4						X X X X X X H Y
Apprentice Rates:						
0-1000 WORK HOURS	\$14.83	\$21.04	\$15.81	\$23.42		
1001-2000 WORK HOURS	\$15.81	\$23.42	\$15.75	\$17.15		
2001-3000 WORK HOURS	\$16.58	\$24.87	\$15.75	\$17.15		
3001-4000 WORK HOURS	\$18.63	\$27.80	\$15.75	\$17.15		
LABORERS ZONE 3 Alcona, Arenac, Arenac, Arenac, Benzie, Charlevoix, Cheboygan, Clare, Crawford, Emmet, Gladwin, Grand Traverse, Ionia, Isabella, Iosco, Kalamazoo, Leelanau, Leelanau, Livingston, Mackinac, Manistee, Montcalm, Muskegon, Ogemaw, Oshtemo, St. Clair, St. Joseph, Tuscola, and Van Buren						
LABORERS ZONE 4 Alcona, Arenac, Arenac, Arenac, Benzie, Charlevoix, Cheboygan, Clare, Crawford, Emmet, Gladwin, Grand Traverse, Ionia, Isabella, Iosco, Kalamazoo, Leelanau, Leelanau, Livingston, Mackinac, Manistee, Montcalm, Muskegon, Ogemaw, Oshtemo, St. Clair, St. Joseph, Tuscola, and Van Buren						

Official Request #: 310
Requestor: Michigan Department of Transportation

Official Rate Schedule

Every contractor and subcontractor shall keep posted on the construction site, in a conspicuous place, a copy of all prevailing wage and fringe benefit rates prescribed in a contract.

State PW Rate Schedule
Laborers

STATE OF MICHIGAN
2015 MICHIGAN PREVAILING WAGE RATE SCHEDULE
For Parking Lot, Road, Highway, Bridge & Airport Construction

LABORERS CLASSIFICATION DESCRIPTIONS

- Class 1** Asphalt Shoveler or Loader, Asphalt Raker Tender, Asphalt Plant Misc., Railroad Track and Trestle Laborer, Burlap Man, Carpenter's Tender, Top Man, Yard Man, Guard Rail Builder's Tender, Earth Retention Barrier and Wall and Mechanically Stabilized Earthen Wall Installers Tender, Highway and Median Barrier Installers Tender (including Sound, Retaining and Crash Barrier), Fence Erector's Tender, Dumper (wagon, truck, etc.), Joint Filling Labor, Misc., Unskilled Labor, Sprinkler Labor, Form Setting Labor, Form Stripper, Pavement Reinforcing, Handling and Placing (e.g. wire mesh, steel mats, dowel bars, etc.) Mason's or Bricklayer's Tender on Manholes, Manhole Builder, Headwalls, etc., Waterproofing (other than buildings), Seal Coating and Slurry Mix, Shoring, Underpinning, Bridge Painting, etc. (spray, roller and brush) Sandblasting, Pressure Grouting, and Bridge Pin and Hanger Removal, Material Recycling Laborer, Horizontal Paver (brick, concrete, clay, stone and asphalt) Ground Stabilization and Modification Laborer, Grouting, Waterblasting, Sign Installer and remote control operated equipment.
- Class 2** Mix Operator (less than 5 sacks), Air or Electric Tool Operator (jack hammer, etc.), Spreader, Boxman (asphalt, stone, gravel, etc.), Concrete Paddler, Power Chain Saw Operator, Paving Batch Truck Dumper, Tunnel Mucker (highway work only), Concrete Saw Operator (under 40 H.P.), Dry Pack Machine and Roto-Mill Grounds Person.
- Class 3** Tunnel Miner (highway work only), Finishers Tender, Guard Rail Builder, Highway and Median Barrier Installer, Fence Erector, Bottom Man, Powder Man, Wagon Drill and Air Track Operators, Curb and Side Rail Setters' Tender, Diamond & Core Drills, Earth Retention Barriers, Walls and Mechanically Stabilized Earthen Wall Installer (including sound, retaining and crash barrier), grade checker and certified welder.
- Class 4** Asphalt Raker
- Class 5** Pipe Layers, Oxy-gun
- Class 6** Line-Form Setter for Curb or Pavement and asphalt screed checker/screw man on asphalt paving machines.
- Class 7** Concrete Specialist, finishing and troweling, of cast in place or precast concrete by any and all methods.

State PW Rate
Schedule

Overtime
Provisions



STATE OF MICHIGAN
2015 MICHIGAN PREVAILING WAGE RATE SCHEDULE
For Parking Lot, Road, Highway, Bridge & Airport Construction

OVERTIME PROVISIONS FOR Road Builder PREVAILING WAGE RATE SCHEDULE

1. 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	Four 10s
First 8 Hours		4		
9 th Hour	1	5	8	-
10 th Hour	2	6		9
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 @ Straight Time

The 9th 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. To utilize a 4 ten workweek, notice is required from the employer to employee prior to the start of work on the project.

2. Overtime Indicators Used in the Overtime Provision:

H - means TIME AND ONE HALF due

D - means DOUBLE PAY due

X - means TIME AND ONE HALF due after 40 hours worked

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

3. 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.

XXHXXHDDY this example allows 4 ten hour days Monday thru Saturday to be worked. Hours worked beyond ten Monday thru Saturday OR hours worked after 40 hours in one week must be paid at time and one half. Sunday or holiday hours must be paid at double.