Davis-Bacon Guidance for SRF Projects

To be included in the Contract Documents:

- The entire contents of 29 CFR 5.5
- The appropriate wage rates (Usually Building or Heavy rates). This decision must be the most current and have been in effect 10 days prior to bid opening.
- If it takes longer than 90 days to execute contracts and the wage rate decisions change, then the new wage rates must be incorporated into the contract.

During Construction:

- Weekly payrolls maintained onsite. Number them for each week of the construction period including weeks that do not have payroll. Form WH 347 is suggested. Do not submit these to the CG&L office. A certifying statement is included on the CG&L reimbursement request form.
  Link to Form WH 347 - http://www.dol.gov/esa/whd/forms/wh347.pdf
- Post the appropriate wage rates
- Post the Davis-Bacon Poster
  www.dol.gov/esa/whd/regs/compliance/posters/fedprojc.pdf
- Conduct interviews with employees that are regulated under Davis-Bacon. The SRF recipient or their consulting engineer may conduct the interviews. Use Standard Form 1445. (Attached)
  - How Often? - The interviews must take place within 2 weeks of the first payroll and within 2 weeks of the last payroll (can be the same employee for both interviews).
  - How Many Employees? - The lesser of one interviewed employee for each contract, or 20% of all employees for the project is required.

LABOR STANDARDS INTERVIEW

CONTRACT NUMBER AND LOCATION	EMPLOYEE INFORMATION		
	LAST NAME	FIRST NAME	MI
NAME OF PRIME CONTRACTOR	STREET ADDRESS		
NAME OF EMPLOYER	CITY	STATE	ZIP CODE
SUPERVISOR'S NAME	WORK CLASSIFICATION	WAGE RATE	
LAST NAME / FIRST NAME / MI			

ACTION	CHECK BELOW	
	YES	NO
Do you work over 8 hours per day?		
Do you work over 40 hours per week?		
Are you paid at least time and a half for overtime hours?		
Are you paid for all hours worked?		
Do you receive a 30-minute break for every 6 hours worked?		
Have you ever been threatened or coerced into giving up any part of your pay?		
Are you receiving any cash payments for fringe benefits required by the posted wage determination decision?		

Examples of "bona fide" fringe benefits include (but are not limited to) life insurance, health insurance, pension, vacation, holidays, and sick leave

WHAT DEDUCTIONS OTHER THAN TAXES AND SOCIAL SECURITY ARE MADE FROM YOUR PAY?

	DUTIES PERFORMED	TOOLS USED
HOW MANY HOURS DID YOU WORK ON YOUR LAST WORK DAY BEFORE THIS INTERVIEW?		
DATE OF LAST WORK DAY BEFORE INTERVIEW *(YYMMDD)*		
WHEN DID YOU BEGIN WORK ON THIS PROJECT? *(YYMMDD)*		

I HAVE READ THE ABOVE AND CERTIFY IT TO BE CORRECT TO THE BEST OF MY KNOWLEDGE

EMPLOYEE'S SIGNATURE	DATE (YYMMDD)
X	
INTERVIEWER'S SIGNATURE	DATE (YYMMDD)

INTERVIEWER'S COMMENTS

WORK EMPLOYEE WAS DOING WHEN INTERVIEWED	ACTION *(If explanation is needed, use comments section)*	YES	NO
	IS EMPLOYEE PROPERLY CLASSIFIED AND PAID?		
	ARE WAGE RATES AND POSTERS DISPLAYED?		

FOR USE BY PAYROLL CHECKER

IS ABOVE INFORMATION IN AGREEMENT WITH PAYROL DATA? ☐YES ☐NO

COMMENTS

CHECKER

LAST NAME	FIRST NAME	MI	JOB TITLE
SIGNATURE			DATE (YYMMDD)