

# Understanding Federal Davis Bacon Wage Calculations

## A Brief Guide

The following guide is intended to assist WECA members in answering some frequently asked questions about Davis Bacon wages and briefly explain how WECA Apprentice Wages are calculated.

### Frequently Asked Questions (FAQ)

Q: *What is A Federal Davis Bacon Project?*

A: A Federal Davis Bacon Project is categorized as such because the Federal Government will be paying for the cost of the project using Federal Funds. Should the project have any City, State or County monies included, *the project **would not** be considered a Federal Davis Bacon Project.*

It is important to check your Project contract, Federal Projects that have a mix of State Funding or are administered by State Agencies or that have contractor provisions that reference California Labor Code 1700 sections may require Contractors to additionally comply with California Public Works Laws.

Q: *What is the Federal 'threshold' for Prevailing Wage?*

A: The Federal 'threshold' for prevailing is \$2,000.

Q: *Does an Apprentice wage determination change when a new Federal Davis Bacon Wage Determination is published for the same county?*

A: No, when a Contractor bids on a Federal Davis Bacon Project, the wages are considered to be for the life of the project. Use the wage determination provided in the bid packet. If the wage determination is not in the bid packet, contact your Contract Administrator.

Q: *What is a Contract Administrator?*

A: The Contract Administrator is responsible for the proper administration and enforcement of the Federal labor standards provisions on contracts covered by Davis-Bacon requirements. The Contract Administrator will provide labor standards advice and support to contractors working on the project, including providing the proper Davis-Bacon wage decision, ensuring that the wage decision and contract clauses are incorporated into the contract for construction, monitoring labor standards compliance, reviewing payroll reports and overseeing any enforcement action that may be required.

Q: *Can a WECA apprentice work on Federal Davis Bacon Projects?*

A: Yes, WECA's Apprenticeship Programs are approved by both the State of California and the Federal Department of Labor, Employment and Training Administration, Office of Apprenticeship.

Q: *Are there mandatory Apprentice requirements for Federal Davis Bacon jobs?*

A: There is NO mandatory requirement to use Apprentices on Federal Davis Bacon jobs.

Q: *Does a contractor need to submit a DAS140 or a DAS142 for Federal Davis Bacon Projects?*

A: No, the DAS140 and the DAS142 are State forms.

Q: *What rate should an Electrician Trainee (ET) be paid if working on a Federal Davis Bacon job?*

A: Federal Davis Bacon only has two worker classifications: Journeyman and Apprentice, so an ET working on a Federal Davis-Bacon job must be paid at the Journeyman rate. An ET cannot be paid the Apprentice rate unless the ET is indentured with a Federally-approved apprentice program such as WECA's. There may be Trainee Wages listed under some Counties on the Davis Bacon Determinations, only Trainees enrolled in a Trainee Programs approved by Federal Department of Labor are eligible to be paid the Trainee Wage. WECA's Electrician Trainee Program does not qualify.

Q: *What are the supervision requirements for an ET working on a Federal Davis Bacon project?*

A: California State Certification determines the supervision requirements. State Certification states: 3099.4 (a)(3)...*shall be under the direct supervision of an electrician certified pursuant to section 3099 who is responsible for supervision of no more than one uncertified person...*

Q: *Where do Journeyman Training Contribution go for Federal Davis Bacon projects?*

A: If the job is 100% Federally funded, the information will be in the Bid Packet. Usually, contractors don't have to pay training contributions for a Federal Journeyman. If the project is **NOT** 100% Federally funded, you would pay State Prevailing Wages and the Journeyman Training Contributions would come to WECA

Q: *What if Apprentice Private Wages are higher then the Federal Davis Bacon wage?*

A: **WECA recommends paying the higher apprentice rate.** Always compare the Private Apprentice rates against the calculated Federal Davis Bacon Apprentice Rates and pay the higher of the two rates.

## **Brief Explanation of Davis Bacon wage calculations**

Federal Davis Bacon wages can be accessed through <http://www.wdol.gov> or the wage sheet should be included in your Bid Packet.

If accessing wages through the Federal website you would follow the link above, then select the appropriate County & Construction Type (Building, Heavy, Highway, Residential). Then locate the craft of Electrician and calculate the sum for the Journeyman Total Package rate.

Apprentices shall be paid a progressively increasing schedule of wages and fringe benefits, during their apprenticeship based on the acquisition of increased skill and competence on the job and in related instruction. Before an apprentice is advanced to the next period of training or to Journey level status, the ATC shall evaluate all progress to determine whether advancement has been earned by satisfactory on-the-job training and in related instruction classes. In determining whether satisfactory progress has been made, the ATC shall be guided by the work experience and related instruction records and reports.

The progressive wage schedule will be an increasing percentage of the journeyworker wage rate.

Percentages to be paid to apprentices shall be as follows:

### **ELECTRICIAN (Commercial Program)**

<b>Period</b>		<b>Wage Percentages</b>	<b>Fringe Percentages</b>
1 <sup>st</sup>	1,600 hours & 160 hrs RSI =	40%	40%
2 <sup>nd</sup>	1,600 hours & 160 hrs RSI =	50%	50%
3 <sup>rd</sup>	1,600 hours & 160 hrs RSI =	60%	60%
4 <sup>th</sup>	1,600 hours & 160 hrs RSI =	70%	70%
5 <sup>th</sup>	1,600 hours & 160 hrs RSI =	80%	80%

### **RESIDENTIAL WIREMAN (Residential Program)**

<b>Period</b>		<b>Wage Percentages</b>	<b>Fringe Percentages</b>
1 <sup>st</sup>	800 hours & 80 hrs RSI =	50%	50%
2 <sup>nd</sup>	800 hours & 80 hrs RSI =	56%	56%
3 <sup>rd</sup>	800 hours & 80 hrs RSI =	62%	62%
4 <sup>th</sup>	800 hours & 80 hrs RSI =	68%	68%
5 <sup>th</sup>	800 hours & 80 hrs RSI =	74%	74%
6 <sup>th</sup>	800 hours & 80 hrs RSI =	80%	80%

### **SOUND TECHNICIAN (VDV Program)**

<b>Period</b>		<b>Wage Percentages</b>	<b>Fringe Percentages</b>
1 <sup>st</sup>	800 hours & 1 <sup>st</sup> Semester =	50%	50%
2 <sup>nd</sup>	800 hours & 2 <sup>nd</sup> Semester =	56%	56%
3 <sup>rd</sup>	800 hours & 1 <sup>st</sup> Semester =	62%	62%
4 <sup>th</sup>	800 hours & 2 <sup>nd</sup> Semester =	68%	68%
5 <sup>th</sup>	800 hours & 1 <sup>st</sup> Semester =	74%	74%
6 <sup>th</sup>	800 hours & 2 <sup>nd</sup> Semester =	80%	80%

