

0071600 LEGAL REQUIREMENTS AND RESPONSIBILITY TO THE PUBLIC-WAGE
RATES FOR FEDERAL-AID PROJECTS
COMMENTS FROM INDUSTRY REVIEW

Phillip Russell
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Comment: For clarity, the US DOL's Wage Determinations address both wages and fringe, whereas the Florida DOT's modified specification only addresses wages. I would recommend the referring to both wages and fringe to minimize the rampant confusion employers face in complying with Davis Bacon and related Acts. One of the reasons there is much confusion is that most employers are not clear on how to calculate fringe and how it can alter the minimum wage rate in the wage determinations.

Response: Reference in requirement was changed to a more generic "compensation" and the subsequent paragraph was expanded regarding guidance found on the Department's web site (to include payment of wages and fringe benefits and applicability of multiple wage tables).

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Comments: They need to be certain the links are correct and that the links will be there for the duration.

Response: To assure the link remains viable for the life of the contract, we are changing it to refer to the Construction Office web site which will have a link posted. This posted link can be changes as necessary to keep it active.

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Comments:

1. Obtain the applicable General Decision(s) (Wage Tables) through the Department's *USDOL* website and ensure that employees receive the minimum wages applicable. *The URL for obtaining the Wage Rate Decisions is <http://www.wdol.gov/dba.aspx#0>.* Review the General Decisions for all classifications necessary to complete the project. **Request additional classifications through the Engineer's office (IS THIS APPLICABLE?) when needed.**

2. When multiple wage tables are assigned to a Contract, general guidance of their use and examples of construction applicability is available on the Department's website at <http://www.dot.state.fl.us/construction/Wage.shtm>. **Contact** the Department's Wage Rate Coordinator before bidding if there are still questions concerning the applicability of multiple wage tables. ***Questions regarding wage rates and the applicability of wage tables should be submitted in accordance with 2-4. (TO WHO??)***

Response:

1. yes this is applicable. SP 7-16 will be reworded to be more specific.
2. Submit questions in accordance with Special Provision 2-4 (questions to be submitted to web site).
