

MIAMI DADE COUNTY, FLORIDA

RESPONSIBLE WAGES AND BENEFITS

**SECTION 2-11.16 OF THE CODE
(ORDINANCE 90-143)**

SUPPLEMENTAL GENERAL CONDITIONS

WAGES AND BENEFITS SCHEDULE

(Construction Type: **Heavy**)

Heavy Construction projects are those projects that are not properly classified as either "Building", or "Highway".

NOTICE TO EMPLOYEES

FAIR WAGE AFFIDAVIT

PAYROLL FORM WH-347

(For Contractors Optional Use)

**6/1/06 through 12/31/06
2006**

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RESPONSIBLE WAGES AND BENEFITS

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B. WAGE AND BENEFIT SCHEDULES

Labor Agreements

Construction Type:

Heavy

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WAGES AND BENEFITS SCHEDULE - continued

Construction Type:
Heavy

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C. NOTICE TO EMPLOYEES

D. FAIR WAGE AFFIDAVIT

**E. PAYROLL FORM WH - 347
(For Contractor's Optional Use)**

SUPPLEMENTAL GENERAL CONDITION

Bidders are advised that the provisions of Dade County Ordinance 90-143 (otherwise known as Ordinance 90-90, as amended) will apply to any contract or contracts awarded pursuant to this bid. By submitting a bid pursuant to these specifications, a bidder is hereby agreeing to comply with the provisions of Ordinance 90-143, and to acknowledge awareness of the penalties for non-compliance. A copy of this ordinance may be obtained from the department issuing the specifications for this bid.

This Supplemental General Condition is organized with the following sections:

1. Minimum Wages and Posting of Information.
2. Liability for Unpaid Wages; Liquidated Damages; Withholding
3. Payrolls, Basic Records and Reporting
4. Subcontracts
5. Complaints and Hearings; Contracts Termination and Debarment
6. Apprentices and Trainees

1. MINIMUM WAGES AND POSTING OF INFORMATION

A. All laborers and mechanics employed or working upon the project will be paid the full amount wages and fringe benefits (or cash equivalents thereof) computed at rates not less than those contained in the wage determination which is attached hereto and made a part hereof, regardless of any contractual relationship which may be alleged to exist between the contractor and such laborers and mechanics. For any given classification of workers, the combined overall per hour rate paid shall equal at least the sum of the wage and benefit levels listed for that classification. The contractor, or any subcontractor under him, may fulfill the obligations to pay such specified overall hourly rate by payment of wages, contributions to employee benefit plans, payment in cash, or any contributions thereof. Contributions made or costs reasonably anticipated for bona fide fringe benefits on behalf of laborers or mechanics are considered wages paid to such laborers or mechanics; also, regular contributions made or costs incurred under plans, funds, or programs which cover the particular pay period, are deemed to be constructively made or incurred during such pay period. Such laborers and mechanics shall be paid the appropriate wage rate and fringe benefits on the wage determination for the classification of work actually performed without regard to skill. 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.

B. For any class of laborers or mechanics which is not listed in the wage determination and which is to be employed under the contract, the required wage rate shall be the combined overall dollar value on an hourly basis of the "basic hourly rate of pay" (as defined in 29 C.F.R. § 5.24) and of the fringe benefits payments for hospitalization, medical, pension and life insurance for such class under the United States Secretary of Labor's applicable Davis-Bacon wage determination in effect for Dade County. Questions concerning the comparability of worker classifications or the applicability of Davis-Bacon classifications shall be determined by the County.

C. The wages/benefits to be paid the various classifications, together with notice that a penalty at the rate of \$200 per day per employee may be assessed for failure to pay the required rates. Any complaints of underpayment should be filed with the Director of the Department of Business Development, 111 N.W. 1st Street, 19th Floor, Miami, Fl. 33128, (305) 375-3111, and shall be posted at all times by the contractor and its subcontractors at the site where the contract work is being performed in a prominent and accessible place where it can be easily seen by the workers.

2. LIABILITY FOR UNPAID WAGES; PENALTIES; WITHHOLDING

A. In the event of any underpayment of required wage rates, the contractor shall be liable to the underpaid employee for the amount of such underpayment. In addition, the contractor shall pay a penalty in the amount of \$200.00 to the County for each individual laborer or mechanic, employed in violation hereof for each calendar day on which such individual was paid less the required wages.

B. The County may withhold from any moneys payable on account of work performed under the contract, such sums as may be determined to be necessary to satisfy any liabilities for unpaid wages and penalties as provided herein. In order to preserve the rights of the affected workers under Ord. 90-143, the contracting officer may withhold or cause to be withheld from the contractor under this agreement so much of the accrued payments or advances as may be considered necessary to pay laborers and mechanics, including apprentices, trainees and helpers, employed by the contractor or any subcontractor the full amount of wages required by the contract. In the event of failure to pay any laborer or mechanic, including any apprentice, trainee, or helper, employed or working on the project, all or part of the wages required by the contract, the contracting officer may, after written notice to the contractor, take such action as may be necessary to cause the

suspension of any further payment, until such violations have ceased. The withheld monies shall be remitted to the employee only in accordance with the provisions of Section 5, "Complaints and Hearings; Contract Termination and Debarment".

3. PAYROLL; BASIC RECORDS; REPORTING

A. The contractor, and each subcontractor under him, shall keep or cause to be kept accurate written records signed under oath as true and correct demonstrating payment of the required wages. Such records shall contain the name, social security number of each such worker, his or her correct classification, hourly rates of wages paid (including rates of contributions or costs anticipated for bona-fide fringe benefits or cash equivalents thereof), and daily and weekly number of hours worked on this project. In addition thereto, the contractor shall submit a list of all subcontractors and the name and social security number of each subcontractor's employees who performed work each day on the contract. Each subcontractor shall submit a list of the names and social security numbers of its employees who performed work each day on the contract. Contractors employing apprentices or trainees under approved programs shall maintain written evidence of the registration or apprenticeship programs and certification of trainee programs, the registration of the apprentices and trainees, and wage rates prescribed in the applicable programs.

B. The contractor shall submit the information required hereunder with each request for progress payment. Information submitted on U. S. Department of Labor form WH-347 or on a form acceptable to the County as its equivalent, and which is signed under oath, will satisfy the information requirements hereunder.

C. The contractor or subcontractor shall make the records required to be kept hereunder available for inspection, copying or transcription by authorized representative of the County, and shall permit such representative to interview employees during working hours on the job. If the contractor or subcontractor fails to submit the required reports or make the records on which they are based available, the County may, after written notice to the contractor, take such actions as may be necessary to cause the suspension of any further payment, advance, or guarantee of funds. Furthermore, failure to submit the required reports upon request or to make records available may be grounds for debarment. The prime contractor is responsible for the submission of the information required hereunder and for the maintenance of records and provision of access to same by all subcontractors.

4. SUBCONTRACTS

The contractor shall insert in any subcontracts the clauses set forth in paragraphs 1 through 6 of this provision and also a clause requiring the subcontractors to include these clauses in any lower tier subcontract. The prime contractor shall be responsible for compliance by any subcontractor or lower tier subcontractor with the clauses set forth in paragraphs 1 through 6 of this provision.

5. COMPLAINTS AND HEARINGS; CONTRACT TERMINATION AND DEBARMENT

A. Upon receipt of a written complaint or identification of a violation pertaining to an employee wage underpayment, which is the required overall hourly rates, the County will notify the contractor or subcontractor employing said workers of the complaint/violation. The notice shall include a brief description of the said complaint/violation, the dollar amount that the contractor or subcontractor is liable for in backwages, the required corrective action(s) to be taken and the due date for payment of backwages or to request a compliance meeting. Failure to comply or request a compliance meeting within the due date specified shall constitute a waiver of the contractor's or subcontractor's right to a compliance meeting, and that such waiver shall constitute an admission of the complaint/violation.

The County may withhold from the contractor so much accrued payments as may be considered necessary by the contracting officer to pay employees of the contractor or subcontractor under them for the performance of the contract work, the difference between the combined overall hourly wage rate and benefits required to be paid by the contractor to the employee on the work and the amounts received by such employee where violations have been found. In the event of failure of such negotiations, the prime contractor may request the appointment of a hearing officer. The Compliance Officer shall request the County Manager or his or her designee to appoint a Hearing Officer within ten (10) days of the time at which all means to resolve the complaint/violation have been exhausted. The County Manager shall attempt to appoint a hearing officer within thirty (30) days from the receipt of request. Upon the appointment of a hearing officer the County will notify the contractor or subcontractor within five (5) days of the hearing date pertaining to said complaint. The County Manager will review the findings and recommendations of the hearing officer, and determine whether the contractor or subcontractor failed to comply with the contract specifications as alleged. Neither the contractor, nor any subcontractor under him, may terminate an employee performing work on the contract because of such employee's filing a complaint regarding underpayment of required wage rates.

B. If the County Manager determines that the contractor or subcontractor substantially or repeatedly failed to comply, the non-complying contractor or subcontractor and the principal owners thereof shall be prohibited from bidding or otherwise participating in County contracts for the construction, alteration and/or repair, including painting or decorating, of public buildings or public works for a period of three years. The County Manager may order the withheld amount equal to any underpayment remitted to the employee. In addition, the County Manager may order payment of a penalty to the County. If the required payment is not made within a reasonable period of time, the County Manager may order debarment as described above.

C. A breach of the clauses contained in this Supplemental General Condition shall be deemed a breach of this contract and may be grounds for termination of the contract, and for debarment.

6. APPRENTICES AND TRAINEES

A. APPRENTICES: Apprentices will be permitted to work at less than the predetermined rate for the work they performed when they are employed pursuant to and individually registered in a bona-fide apprenticeship program registered with the U. S. Department of Labor, Employment and Training Administration, Bureau of Apprenticeship and Training, or with a state apprenticeship agency recognized by the Bureau, or if a person is employed in his or her first 90 days probationary employment as an apprentice in such an apprenticeship program, who is not individually registered in the program, but who has been certified by the Bureau of Apprenticeship and Training or a state apprenticeship agency (where appropriate) to be eligible for probationary employment as an apprentice. The craft classification shall not be greater than the ratio permitted to the contractor as to the entire work force under the registered program. Any worker listed on a payroll at an apprentice wage rate, who is not registered or otherwise employed as stated above, shall be paid not less than the applicable wage on the wage determination for the classification of work actually performed. In addition, any apprentice performing work on the project in excess of the ratio permitted under the registered program shall be paid not less than the applicable wage rate on the wage determination for the work actually performed. Where a contractor is performing construction on a project in a locality other than that in which its program is registered, the ratios and wage rates (expressed in the percentages of the journeyman's hourly rate) specified in the contractor's or subcontractors registered program shall be observed. Every apprentice must be paid at not less than the rate specified in the registered program for the apprentice's level of progress, expressed as a percentage of the journeyman hourly rate specified in the applicable wage determination. Apprentices

shall be paid fringe benefits in accordance with the provisions of the apprenticeship program. If the apprenticeship program does not specify fringe benefits, apprentices must be paid the full amount of fringe benefits listed on the wage determination for the applicable apprentice classification, fringe benefits shall be paid in accordance with that determination. In the event the Bureau of Apprenticeship and Training, or a state apprenticeship agency recognized by the Bureau, withdraws approval of an apprenticeship program, the contractor will no longer be permitted to utilize apprentices at less than the applicable predetermined rate for the work performed until an acceptable program is provided.

B. TRAINEES: Except as provided in 29 C.F.R. § 5.16, trainees will not be permitted to work at less than the predetermined rate for the work performed unless they are employed pursuant to and individually registered in a program which has received prior approval, evidenced by formal certification by the U. S. Department of Labor, Employment and Training Administration. The ratio of trainees to journeymen on the job site shall not be greater than permitted under the plan approved by the Employment and Training Administration. Every trainee must be paid at not less than the rate specified in the approved program for the trainee's level of progress, expressed as a percentage of the journeymen hourly rate specified in the applicable wage determination. Trainees shall be paid fringe benefits in accordance with the provisions of the Trainee Program. If the Trainee Program does not specify fringe benefits, trainees shall be paid the full amount of fringe benefits listed on the wage determination unless the administrator of the wage and hour division determines that the rate is an apprenticeship program associated with the corresponding journeyman wage rate on the wage determination, which provides for less than the full fringe benefits for apprentices. Any employee listed on the payroll at a trainee rate who is not registered in a training plan approved by the Employment and Training Administration shall be paid not less than the applicable wage rate on the wage determination for the classification of work actually performed. In addition, any trainee performing work on the job site in excess of the ratio permitted under the registered program shall be paid not less than the applicable wages are on the wage determination for the work actually performed. In the event the Employment and Training Administration withdraws approval of a training program, the contractor will no longer be permitted to utilize trainees at less than the applicable predetermined rate for the work performed until an acceptable program is approved.

**MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
2006**

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
<u>BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS & FORGERS (2)</u>				
Journeymen	\$ 25.73	\$ 6.82	\$ 5.00	\$ 37.55
Foremen	27.48	6.82	5.00	39.30
General Foremen	29.48	6.82	5.00	41.30
Apprentices:				
1st Period	\$ 19.55	\$ 6.82	\$ 4.07	\$ 30.44
2nd Period	20.78	6.82	4.07	31.67
3rd Period	22.02	6.82	4.07	32.91
4th Period	23.26	6.82	4.07	34.15
5th Period	24.50	6.82	4.07	35.39
6th Period	24.50	6.82	5.00	36.32
Subjourneymen				
1000 Hours Plus	\$ 15.00	\$ 6.47	\$ -	\$ 21.47
Less than 1000 Hours	15.00	-	0.00	15.00

(1) Per hour health benefit includes hospitalization, medical and life insurance.
(Applies to all trade classifications).

(2) Includes welders, acetylene burners, riveters, chippers, caulkers, riggers, grinders, reamers, and impact machine operators employed incident to boiler making work.

APPRENTICE RATIO:

30% of the work force may be made up of Apprentices.

**MIAMI DADE COUNTY
ORDINANCE 90-143
WAGE AND BENEFIT SCHEDULE
2006**

"HEAVY CONSTRUCTION"

TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
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BRICKLAYERS & ALLIED CRAFTSMEN (2)

Journeyman	\$ 19.00	\$3.30	\$1.65	\$ 23.95
Foremen	20.00	3.30	1.65	24.95
General Foremen	21.95	3.30	1.65	26.90
 Apprentices:				
First 6 months	\$ 12.52	\$ 3.30	\$ 1.65	\$ 17.47
Second 6 months	13.45	3.30	1.65	18.40
Third 6 months	14.37	3.30	1.65	19.32
Fourth 6 months	15.30	3.30	1.65	20.25
Fifth 6 months	16.22	3.30	1.65	21.17
Sixth 6 months	17.15	3.30	1.65	22.10

The Refractory Rates are 15% over the then applicable journeyman rate

The Industrial Rates are 15% over the journeyman rate

Tile Finishers wage is 75% of journeyman wages plus fringes

(1) Per hour health benefit includes hospitalization, medical, and life insurance

(2) Rates include Residential, Building, Heavy Construction and Highway work as described in USDOL Employment Standards Administration, Memorandum No. 130

Includes brick, stone, artificial, cement and marble masonry, plastering, marble, mosaic, terrazzo work, tile layer's work, cement or concrete blocklaying and pointing, caulking, grouting and cleaning of materials used in this work, together with any and all materials, natural or artificial, rough or cultured; whether quarried, manufactured or any substitute or replacement; precast erectors, pool specialist and roof deck applicators.

APPRENTICE RATIO:

One (1) Apprentice to two (2) Journeymen, if an average of two (2) Journeymen have been employed for

One (1) year immediately prior to employment of the Apprentice.

One (1) Apprentice to three (3) Journeymen if working on the same job.

NOTICE



County Code 2-11.16

NOTICE TO ALL EMPLOYEES WORKING ON COUNTY CONSTRUCTION PROJECTS

RESPONSIBLE WAGES AND BENEFITS

MINIMUM WAGES You must be paid not less than the combined dollar value (Wage Rate + Health + Pension Benefit) listed in the schedule posted with this notice for the type of work you are performing based on the classifications listed on the wage and benefits schedule applicable to this project.

OVERTIME You must be paid not less than one and one-half times your wage rate for all hours worked over 40 hours a week. (Excluded from overtime pay are allowances for health & pension benefits.)

APPRENTICES & TRAINEES Apprentices/trainees rates apply only to apprentices and trainees properly registered under an approved Federal or State apprenticeship or training program.

PENALTY Liquidated damages of \$200.00 per day per employee, may be assessed for failure to pay the required wage rates posted, in addition to payment of the underpaid wages to the employee.

COMPLAINTS Complaints of underpayment should be filed with:

**MIAMI-DADE COUNTY
DEPARTMENT OF BUSINESS DEVELOPMENT
111 NW 1ST STREET, 19TH FLOOR, MIAMI, FLORIDA 33128-1975
TELEPHONE: (305)375-3111 FAX: (305)375-3160
WEB PAGE: www.miamidade.gov/dbd**

Fair Wage Affidavit

Before me, the undersigned authority appeared _____ (print name),
the _____ (print title) of _____ (print name of
Bidder or Proposer), who attests that _____ (print name of bidder or proposer)
shall pay workers on the project minimum wage rates in accordance with Ordinance No.90-143,
Section 2-11.16 of the Dade County Code, and the Labor Provisions of the contract documents.

STATE OF FLORIDA)

SS

COUNTY OF DADE)

The foregoing instrument was acknowledged before me this ____ day of
_____, 19___, by _____ on behalf of
_____, who is personally known to me or has produced
_____, as identification and who [] did [] did not take an oath.

Notary Signature: _____

Type or Print Name: _____

Notary Seal: _____

PAYROLL

(For Contractor's Optional Use; See Instructions, Form WH-347 Inst.)

Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number.



NAME OF CONTRACTOR <input type="checkbox"/> OR SUBCONTRACTOR <input type="checkbox"/>	ADDRESS	OMB No.: 1215-0149 Expires: 03/31/2003
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PAYROLL NO.	FOR WEEK ENDING	PROJECT AND LOCATION	PROJECT OR CONTRACT NO.
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(1) NAME, ADDRESS, AND SOCIAL SECURITY NUMBER OF EMPLOYEE	(2) NO. OF WITHHOLDING EXEMPTIONS	(3) WORK CLASSIFICATION	OT. OR ST.	(4) DAY AND DATE							(5) TOTAL HOURS	(6) RATE OF PAY	(7) GROSS AMOUNT EARNED	(8) DEDUCTIONS					(9) NET WAGES PAID FOR WEEK		
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We estimate that it will take an average of 56 minutes to complete this collection of information, including time for reviewing instructions searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding these estimates or any other aspect of this collection of information, including suggestions for reducing this burden, send them to the Administrator, Wage and Hour Division, ESA, U. S. Department of Labor, Room S3502, 200 Constitution Avenue, N. W., Washington, D. C. 20210.

PAYROLL

(For Contractor's Optional Use; See Instructions, Form WH-347 Inst.)



Persons are not required to respond to the collection of information unless it displays a currently valid OMB control number.

NAME OF CONTRACTOR OR SUBCONTRACTOR

ADDRESS

OMB No.: 1215-0149
 Expires: 03/31/2006

PAYROLL NO.

FOR WEEK ENDING

PROJECT AND LOCATION

PROJECT OR CONTRACT NO.

(1) NAME, ADDRESS, AND SOCIAL SECURITY NUMBER OF EMPLOYEE	(2) NO. OF WITHHOLDING EXEMPTIONS	(3) WORK CLASSIFICATION	OT. OR ST.	(4) DAY AND DATE							(5) TOTAL HOURS	(6) RATE OF PAY	(7) GROSS AMOUNT EARNED	(8) DEDUCTIONS					(9) NET WAGES PAID FOR WEEK
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