

MIAMI DADE COUNTY, FLORIDA

RESPONSIBLE WAGES AND BENEFITS §2-11.16 OF THE CODE

SUPPLEMENTAL GENERAL CONDITIONS

WAGES AND BENEFITS SCHEDULE

(Construction Type: **Highway**)

Highway Construction projects include the construction, alteration or repairs of roads, streets, highways, runways, taxiways, alleys, trails, paths, parking areas, and other similar projects not incidental to building or heavy construction

NOTICE TO EMPLOYEES

FAIR WAGE AFFIDAVIT

PAYROLL FORM WH-347

(For Contractors Optional Use)

(JANUARY 1, 2007 THROUGH DECEMBER 31, 2007)

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

SUPPLEMENTAL GENERAL CONDITIONS TO BIDDERS

Bidders are advised that the provisions of §2-11.16 et seq., Code of Miami-Dade County, Responsible Wages on County Construction Contracts, will apply to any contract awarded pursuant to this bid. By submitting a bid under these provisions, a bidder agrees to comply with these provisions of the Code and to acknowledge awareness of the penalties for non-compliance. A copy of the Code may be obtained from the department issuing the specifications for this bid or online at <http://www.municode.com/resources/gateway.asp?pid=10620&sid=9>.

This Supplemental General Condition is organized with the following sections:

1. Minimum Wages; Fringe Benefits; Complaints, 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. Minimum Wages.

All employees working on the project must be paid the hourly rate and benefits listed in the Wages and Benefits Schedule. Payment to workers shall be made in the form of check, money order or direct deposit. Cash payments are not allowed. The rates paid shall be not less than those contained in the Wage and Benefits Schedule regardless of any contractual relationship that may exist between the contractor and the workers hired to perform under the contract. For any classification of workers, the hourly rate paid must equal the sum of the base rate and the fringe benefit rates listed for that classification in the Wage and Benefits Schedule. Paying below the base rate is not acceptable, even if the value of the fringe benefits exceed the value of the required contribution. Paying the base wage rate or above and making payments to legitimate fringe benefits providers on behalf of workers is acceptable.

Wages and benefits listed in the Wages and Benefits Schedule, previously revised every calendar quarter, will be reviewed and increased, if appropriate, once a year, on January 1st. The rates for wages and benefits to be paid for work performed under this contract and during each subsequent calendar year will be the rate in effect on January

1st of the year in which the work is performed.

B. Fringe Benefits.

The contractor, or any subcontractor under the contractor, may pay the base rate to the employee plus pay contributions to employee benefit plans; or, pay the base rate plus the benefit rate in the Wages and Benefits Schedule in the form of check, money order or direct deposit, but not cash. If the value of the fringe benefits is less than the hourly amount required in the wage schedule the difference must be paid to the employee. Payments made to health insurance companies for hospitalization and medical costs, to dental insurance companies, retirement plans, and life insurance companies are fringe benefits.

C. More than One Classification

Workers must be paid the appropriate base rate and fringe benefits on the Wages and Benefits Schedule for the classification of work actually being performed without regard to skill. Workers performing work in more than one classification may be paid at the rate listed for each classification for the time they worked; however, the employer's payrolls must accurately show the time spent in each classification in which work is performed.

D. Davis-Bacon

For any class of worker that is NOT listed in the Wages and Benefits Schedule, the minimum wage rate is 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 Schedule in effect for Miami-Dade County.

If you do not find a wage classification in the Wages and Benefits Schedule that describes the work actually being done, you must contact the Department of Business Development before using a Davis-Bacon wage rate to pay workers. Questions concerning the comparability of worker classifications or the applicability of Davis-Bacon classifications will be determined by the County.

E. Complaints by Workers.

Any complaints of underpayment by the workers should be filed with:

Marsha E. Jackman, Director
Department of Business Development
111 N.W. 1st Street, 19th Floor
Miami, Florida 33128

(305) 375-3111.

Neither the contractor, nor any subcontractor on the project, may terminate an employee performing work on the contract because of such employee's filing a complaint regarding underpayment of required wage rates.

F. Posting of Wages

The contractor and all subcontractors must permanently post the Wages and Benefits Schedule, together with a notice of the fines that may be assessed to the contractor or subcontractor, for failure to pay the required wage rates, 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. Failure to post the Wage and Benefits Schedule will be the basis of a violation.

2. LIABILITY FOR UNPAID WAGES; PENALTIES; WITHHOLDING

A. Compliance by Bidders.

In the event of underpayment of the 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 accordance with the requirements of the Code and section 2B of below. Bidders must pay all back wages and penalties on previous contracts before being awarded a new contract.

B. Penalties

In addition to any under payment due to employees, contractors may be fined a penalty in an amount equal to 10% of the first underpayment; 20% of the amount of the second underpayment; for the third and successive underpayments, a penalty in an amount equal to 30% of the underpayment. A fourth violation will constitute a default of the contract and may be cause for a suspension or termination. If the required payments are not made within the specified period of time, the non-complying contractor and principal owners thereof shall be prohibited from bidding on or participating in County contracts for a period of three (3) years.

C. Withholding Contractor Payments.

The County may stop payment of monies to the contractor necessary to pay any wages that are required and any penalties owed by the contractor or subcontractor. The withheld monies shall be given 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. Payroll Records.

The contractor, and all subcontractors, must keep accurate written records, signed under oath as true and correct, showing payment of the required wages. These records must include the name, social security number of each worker, his or her address, correct classification, per hour rates of wages paid (including rates of contributions or costs anticipated for legitimate fringe benefits), and daily and weekly number of hours worked on this project. In addition, the contractor must submit a list of all subcontractors and the payrolls of each subcontractor that include the name, social security number, address and phone number, per hour rate for wages paid (including costs of legitimate fringe benefits), and the daily and weekly number of hours worked on this project. Contractors employing apprentices or trainees under approved programs shall keep records of the registration or apprenticeship programs, the certification of trainee programs, the registration of the apprentices and trainees, and wage rates as required by the applicable programs, in accordance with the provisions of Section 6 "Apprentices and Trainees".

B. Form.

The contractor shall submit all payrolls with each request for 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 these requirements.

C. Inspection of Records.

The contractor or subcontractor must make these records available for inspection and copying by an authorized representative of the County, and shall allow such representatives to interview employees during working hours on the job. If the contractor or subcontractor fails to submit the reports or make the records on which they are based available, the County may, after written notice to the contractor, cause the stoppage of payments. Also, failure to submit the reports upon request or make the records available may be reason for debarment. The prime contractor is responsible for the submission of the information required and for the maintenance of records and provisions of access to same by all subcontractors.

4. SUBCONTRACTS

The contractor must insert into any subcontracts the clauses set forth in paragraphs 1 through 6 of this Supplemental General Conditions and also a clause reminding their subcontractors to include these paragraphs in any lower tier subcontract. The prime contractor will be responsible for compliance by all subcontractors and their lower tier subcontractors with the clauses set forth in paragraphs 1 through 6 of this Supplemental General Conditions. In the event of non-payment or underpayment of the required wages, the prime contractor shall be liable to the underpaid employees of the subcontractor for the amount of each underpayment.

5. COMPLAINTS AND HEARINGS; CONTRACT TERMINATION AND DEBARMENT

A. Complaints.

Upon receipt of a written complaint or identification of a violation pertaining to an employee wage underpayment of 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 back wages and fines, the required corrective action(s) to be taken and the due date for payment of back wages and fines or to request a compliance meeting. Failure to comply or request a compliance meeting within the due date specified (30 days, see Administrative Order 3-24) 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 and to satisfy any fines outstanding where violations have been found. In the event of failure of such negotiations, the prime contractor may request the appointment of a hearing officer.

B. Hearings.

The Compliance Officer shall request the County Manager or his or her designee to appoint a Hearing Officer within fifteen (15) 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 decide to accept or reject the recommendations of the Administrative Hearing Officer either with or without modifications.

C. Penalties.

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.

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 rate listed in the Wages and Benefits Schedule for the work they perform when they are employed pursuant to and individually registered in a legitimate 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 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 number of apprentices shall not be greater than the ratio listed in the Wages and Benefits Schedule. Any worker listed as an apprentice on a payroll at an apprentice wage rate, who is not registered or otherwise employed as stated above, must be paid not less than the wage on the Wages and Benefits Schedule for the classification of work actually performed.

B. Apprentice Ratio.

If the number of apprentices working on the project, is greater than the ratio permitted, the apprentices must be paid the journeyman wage rate on the Wages and Benefits Schedule 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 least 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 schedule.

C. Apprentice Fringe Benefits.

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.

D. Trainees

The rules for trainees are similar to those of apprentices. Except as provided in 29 C.F.R. § 5.16, trainees cannot work for less than the predetermined rate listed in the Wages and Benefits Schedule unless they are registered in a program certified by the U. S. Department of Labor, Employment and Training Administration. The ratio of trainees to journeymen on the job site must 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 must be paid fringe benefits in accordance with 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.

E. Summary of Apprentices and Trainees.

Any worker who is not registered in a training plan approved by the Employment and Training Administration must be paid not less than the wage rate on the Wages and Benefits Schedule for the work actually performed without regard to skill. In addition, if the number of apprentices and trainees is in excess of the ratio permitted under the registered program, then the wages that must be paid are those listed on the Wages and Benefits Schedule for the work actually performed by the apprentices or trainees. If the Employment and Training Administration cancels approval of an apprenticeship or training program, the contractor will no longer be permitted to pay the trainees or apprenticeship rate.

MIAMI DADE COUNTY, FLORIDA

RESPONSIBLE WAGES AND BENEFITS §2-11.16 OF THE CODE

SUPPLEMENTAL GENERAL CONDITIONS

WAGES AND BENEFITS SCHEDULE

(Construction Type: **Building**)

Building Construction generally is the construction of sheltered enclosures with walk-in access for the purpose of housing persons, machinery, equipment or supplies. It includes all construction of such structures, the installation of utilities and the installation of equipment, both above and below grade.
(Note: Where multiple construction is "incidental" in function, the construction is considered a part of the building project for wage determination purposes.

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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".

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WAGES AND BENEFITS SCHEDULE

(Construction Type: **Highway**)

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MIAMI DADE COUNTY
§2-11.16 CODE OF MIAMI-DADE COUNTY
WAGE AND BENEFIT SCHEDULE
2007

"HIGHWAY 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	\$19.50	\$3.30	\$1.65	\$24.45
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 Rate is 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.

MIAMI DADE COUNTY
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2007

"HIGHWAY 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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CARPENTERS /JOINERS/LATHER(2)

Journeyman	\$ 20.55	\$ 3.30	\$ 4.65	\$ 28.50
Foremen (15 or less workers)	23.05	3.30	4.65	31.00
Foremen (16 or more workers)	23.55	3.30	4.65	31.50

Apprentices (Carpenters and Carpet Workers):

First 6 months	\$ 12.33	\$ 3.30	\$ 4.65	\$ 20.28
Second 6 months	13.36	3.30	4.65	21.31
Third 6 months	14.39	3.30	4.65	22.34
Fourth 6 months	15.42	3.30	4.65	23.37
Fifth 6 months	16.44	3.30	4.65	24.39
Sixth 6 months	17.47	3.30	4.65	25.42
Seventh 6 months	18.50	3.30	4.65	26.45
Eighth 6 months	19.53	3.30	4.65	27.48

CARPET WORKERS

Journeyman	\$ 20.55	\$ 3.30	\$ 4.65	\$ 28.50
Foremen (12 or less workers)	23.05	3.30	4.65	31.00
Foremen (13 or more workers)	23.55	3.30	4.65	31.50

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

(2) Includes prefabrication or construction of forms for footing or foundations buildings, structures of all descriptions, whether made of wood, metal, plastic or any other type of material, the erecting of structural parts of a building, or structure made of wood or any substitute such as plastics or composition materials, that puts together roofs, partitions, fabricates or erects forms for decking or other structural parts of a building, or any structure, and dismantling of all forms. All framing in connection with the setting of metal columns. The settings of all forms, centers and bulkheads, the fabrication and setting of screeds and stakes for concrete and mastic floors where the screed is notched or fitted or made up of more than one. The making and setting of all forms used in concrete work.

NOTE:

When the term CARPENTER AND JOINER is used, it shall mean all the sub-divisions of the trade consists of the milling, fashioning, joining, assembling, erecting, fastening or dismantling of all material of wood, plastic, metal, fiber, cork and composition, and all other substitute.

When five (5) or more workers are employed on a job, one (1) worker shall be a foreman.

Add \$0.50 per hour to the per hour wage rate when work is done on swinging scaffolds, boatswains chairs or any like device.

APPRENTICE RATIO:

Two (2) Apprentices to Three (3) Journeymen.

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WAGE AND BENEFIT SCHEDULE
2007

"HIGHWAY 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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ELECTRICAL WORKERS (1)

UNDER TWO (2) MILLION (Electrical portion of Contract)

Journeyman:

Wiremen	\$ 24.00	\$ 5.15	\$ 2.52	\$ 31.67
Cable Splicers	24.50	5.15	2.56	32.21
Welders	24.50	5.15	2.56	32.21
Foremen	26.40	5.15	2.71	34.26
General Foremen	28.80	5.15	2.90	36.85

Apprentices:

First year	\$ 12.72	\$ 5.15	\$ 1.62	\$ 19.49
Second year	13.44	5.15	1.68	20.27
Third year	14.88	5.15	1.79	21.82
Fourth year	16.32	5.15	1.91	23.38
Fifth year	18.48	5.15	2.08	25.71

OVER TWO (2) MILLION (Electrical portion of Contract)

Journeyman:

Wiremen	\$ 26.46	\$ 5.15	\$ 2.72	\$ 34.33
Cable Splicers	26.96	5.15	2.76	34.87
Welders	26.96	5.15	2.76	34.87
Foremen	29.11	5.15	2.93	37.19
General Foremen	31.75	5.15	3.14	40.04

Apprentices (same rates as above)

(1) Includes: installation, repair, alter, add or change any electrical wire fixtures, appliance apparatus, raceways conduit or a part there of which generates, transmits, transforms or utilizes electrical energy in any form for heat, light, or power including the electrical installations within plants and sub-stations, traffic signalization, additionally, work of installing a low voltage fire alarm systems.

APPRENTICE RATIO:

One (1) Apprentice to three (3) Journeymen.

NOTE: Add \$1.50 per hour to the per hour wage rate for Journeymen working in hazardous locations.

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2007

"HIGHWAY 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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ELECTRICAL WORKER (ELECTRIC SIGN)

Journeyman:

Wireman	\$22.30	\$5.15	\$2.38	\$	29.83
Foremen	24.53	5.15	2.56		32.24
General Foremen	26.75	5.15	2.74		34.64

Apprentices:

First Year	\$12.72	\$5.15	\$1.62	\$	19.49
Second Year	13.44	5.15	1.68		20.27
Third Year	14.88	5.15	1.79		21.82
Fourth Year	16.32	5.15	1.91		23.38
Fifth Year	18.48	5.15	2.08		25.71

Hazard Pay: add \$1.75, one dollar and seventy five cents to the per hour rate for Journeyman.

APPRENTICE RATIO: One Apprentice to three Journeymen.

Includes: installation repair, addition, or changes of any illuminated sign, non-illuminated sign, or luminous tubes, traffic signalization. Any electrical wire, fixtures, appliance apparatus, raceway, conduit, or any part thereof which transmits transfers or utilizes electrical energy in any form for heat, light, or power.

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TRADE/WORK LEVEL CLASSIFICATION	PER HOUR WAGE RATE	PER HOUR HEALTH BENEFIT (1)	PER HOUR PENSION BENEFIT	COMBINED DOLLAR VALUE
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IRONWORKERS (2)

Journeymen	\$ 22.94	\$ 3.40	\$ 1.78	\$ 28.12
Foremen	24.94	3.40	1.78	30.12
General Foremen	26.94	3.40	1.78	32.12
Apprentices: (3)				
First 6 months (1000 Hrs)	\$ 11.47		\$ -	\$ 11.47
Second 6 months (1000 Hrs)	12.62	0.00	0.00	12.62
Third 6 months (1000 Hrs)	13.76	0.00	0.00	13.76
Fourth 6 months (1000 Hrs)	14.91	3.40	0.00	18.31
Fifth 6 months (1000 Hrs)	16.06	3.40	0.00	19.46
Sixth 6 months (1000 Hrs)	17.20	3.40	0.00	20.60
Seventh 6 months (1000 Hrs)	18.35	3.40	0.00	21.75
Eight 6 months (1000 Hrs)	19.50	3.40	0.00	22.90

Diving pay 0 to 33 feet deep add Journeyman wages plus \$5.00

Diving pay 33 to 66 feet deep add Journeyman wages plus \$5.00

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

(2) Includes erection and installation of all bridges, structural, ornamental, reinforcing, posttentioning and miscellaneous irons; including but not limited to the following: bridges (all types), rails, cables, catwalks and miscellaneous metals; structural (all types), bar joists, corrugated sheets on steel decking, monorails, prefabricated metal buildings, bridging, skylights, space frames, stairs, towers, hoists (all types), standing seam metal roofs, heavy rigging, ornamental iron, gates, art work, and fences; reinforcing and posttentioning (all types), rebar, cables and wire mesh; curtain walls, window walls, sealants and caulking, precast and tilt walls, ribbon wall systems, cladding, column covers, electric and manual doors (all types), elevator fronts, store fronts, escalators and trim, windows, fencing (all types), handrails, hardware and screens, rolling overhead doors, cranes and hoists, conveyors (all types), and all miscellaneous metals.

(3) Apprentices must be registered with a certified State of Florida Department of Labor - Bureau of Apprenticeship and Training Program

APPRENTICE RATIO: 33 1/3% of the work force may be Apprentices.

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LABORERS, HIGHWAY CONSTRUCTION

Construction Laborer (2)	\$ 12.25	\$ 2.45	\$ 1.57	\$ 16.27
Landscape Laborer (2)	12.25	2.45	1.57	16.27
Construction Specialist (3)	12.90	2.45	1.57	16.92
Hazardous Waste Specialist (3)	12.95	2.45	1.57	16.97
Laborer Concrete Specialist (4)	12.95	2.45	1.57	16.97
Landscape Maintenance Laborer	12.25	2.45	1.57	16.27
Labor Foreman	13.95	2.45	1.57	17.97
General Foreman	15.45	2.45	1.57	19.47

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

Contractors doing jobsites, such as Pipelaying, Drainage, Concrete Curbs, and Gutters, Sidewalks, Slabs all Paving and preparations for paving both in and under the building, parking garages or in buildings where garages exist under the buildings. All Site Prep such as dirt filling, excavation, seawalls, bulkheads, landscaping irrigation, all soakage pits, septic tanks, French Drains or other drainage and back filling work

(2) General laborers work include unloading and stockpiling on the ground plastering and/or masonry material, fence erector, guardrail erector, grade marker, small tool operator and power subgrade mixer.

(3) Semi-skilled laborer/Specialist classifications shall include all tenders (mason and plasterers), concrete placement - patchman and finish tenders, scaffold builders, strippers and wreckers, electric and air hammers, concrete grinders, saws, coring machines, nozzle and hoppers mixers, cutting torch, hydro-blasting, chainsaws, pipelayers, laborers engaged in concreting on all slip form operation Equipment under the jurisdiction of the Laborers International Union of North America, AFL-CIO

(4) Laborer Concrete Specialist classification shall include the preparation, pouring, placing, spreading, rodding and finishing of cement or concrete on highways, roads, streets and airport runways.

Add \$0.50 per hour to the per hour wage rate if power tools are used.
 Add \$0.50 per hour to the per hour wage rate for water truck driver.
 Add \$0.25 per hour to the per hour wage rate if freshly creosoted lumber or hot mostic materials are handled.

MIAMI DADE COUNTY
§2-11.16 CODE OF MIAMI-DADE COUNTY
WAGE AND BENEFIT SCHEDULE
2007

"HIGHWAY 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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MILLWRIGHTS, MACHINERY ERECTORS & DIVERS (2)

Journeymen	\$24.38	\$3.30	\$5.95	\$ 33.63
Foremen	26.38	3.30	5.95	35.63
General Foremen	27.38	3.30	5.95	36.63

Apprentices:

First year (6 months)	\$14.63	\$3.30	\$5.95	\$ 23.88
Second year (6 months)	15.85	3.30	5.95	25.10
Third year (6 months)	17.07	3.30	5.95	26.32
Fourth year (6 months)	18.29	3.30	5.95	27.54
Fifth year (6 months)	19.50	3.30	5.95	28.75
Sixth year (6 months)	20.72	3.30	5.95	29.97
Seventh year (6 months)	21.94	3.30	5.95	31.19
Eight year (6 months)	23.16	3.30	5.95	32.41

Journeymen Divers (3)	\$29.74	\$3.30	\$5.95	\$ 38.99
Foremen (Divers)	32.24	3.30	5.95	41.49
Foremen (11 or more workers)	34.74	3.30	5.95	43.99
Diver Tenders	26.74	3.30	5.95	35.99

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

(2) Includes all work historically related to the unloading, hoisting, rigging skidding, moving, dismantling, aligning, erecting assembling, repairing, maintenance, and adjusting of all machinery and equipment installed either in buildings, factories, structures; be it powered or receiving power manually by steam, gas, electric, gasoline, diesel, nuclear, solar, water, air or chemically, and in industries such as power plants, water and sewage treatment, garbage waste and recycling plants, aluminum processing plants, amusement and entertainment field. Installation of mechanical equipment in atomic energy plants installation of reactors in power plants, installation of control rods and equipment in reactors, hydraulic escape door and any and all component parts thereto, either assembled, semi-assembled, or disassembled. Such work includes, but is not limited to the following: setting of all engines, motors, generators, air compressors, fans, pumps, scales, hoppers, conveyors of all types sizes, and their supports, escalators, man lifts, moving sidewalks, hoists, dumb waiters, all types of feeding machinery amusement devices, the handling and installation of pulleys, gears, sheaves, fly wheels, air and vacuum drives, worm drive: directly or indirectly coupled to motors, belts, chains, screws, legs, boots, guards, boot splicing of ropes, cables, boarding ramps, and air bridges; underwater installation, repair and inspection of pipelines, water and sewage systems, suction and discharge lines and all underwater work not incidental to piledriving and bridge carpenter

(3) Except the divers incident to piledriving and bridge carpentry are covered by that schedule

APPRENTICE RATIO:

One (1) Apprentice to three (3) Journeymen after three (3) Journeymen and a Foreman have been hired

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2007

"HIGHWAY 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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PAINTERS & ALLIED TRADES

Journeyman Painters: Commercial/Residential	\$ 16.00	\$ 2.55	\$ 1.25	\$ 19.80
Industrial	18.00	3.60	1.25	22.85
Bridges, Nuclear Power Sites	20.00	3.60	1.25	24.85
Apprentices:				
First 6 months	10.40	2.55	0.10	13.05
Second 6 months	11.20	2.55	0.10	13.85
Third 6 months	12.00	2.55	0.10	14.65
Fourth 6 months	12.80	2.55	0.10	15.45
Fifth 6 months	13.60	2.55	0.10	16.25
Sixth 6 months	14.40	2.55	0.10	17.05
Seventh 6 months	15.20	2.55	0.10	17.85
Eighth 6 months	15.20	2.55	0.10	17.85

Chargeperson; (working up to 5 employees; add 1.00 per hour)

Chargeperson; (working 6 or more employees; add 1.50 per hour)

General Foreman; 1.00 per hour above highest paid chargeperson.

PAINTERS

Work will include, but is not limited to: preparation, application and removal of all types of coatings and coating systems in relation to all painting, decorating, protective coatings, coating and staining of concrete floors and toppings, waterproofing, masonry restoration, fireproofing, fire retarding, metal polishing, refinishing, sealing, lining, fiber glassing, E-Glass fiberglass, carbon fiber, encapsulating, insulating, metalizing, flame spray, the application of Exterior Insulating Finishing Systems; each and all such applications, and similar or substitute applications, on all surfaces, interior and exterior, to include, but not to be limited to: residences; buildings; structures; industrial, power, chemical and manufacturing plants; bridges; tanks; vats; pipes; stacks; light and high tension poles; parking, traffic and air strip lines; trucks; automobile and railroad cars; ships; aircraft; and all machinery and equipment; any and all material used in preparation, application or removal of any paint, coatings or applications, including, but not limited to: the handling and use of thinners, dryers, sealers, binders, pigments, primers, extenders, air and vapor barriers, emulsions, waxes, stains, mastics, plastics, enamels, acrylics, epoxies, epoxy injection and T-Lock welding, alcalyeds, sheet rubber, foams, seamless and tile-like coatings, etc.; all preparation for and removal of any and all materials for finishes, such as deep cleaning, patching, all levels of finishing, taping/finishing skim coating, pointing, caulking, high pressure water, chemical and abrasive blasting, environmental blasting, wet/dry vacuum work, chemical stripping, scraping, air tooling, bleaching, steam cleaning, asbestos and lead abatement/removal; the inspection of all coatings and/or coating systems during their applications will be performed painters, allied trade and their apprentices. All material applied to walls/ceilings with adhesive, staples, tacks, by stretching or adhered by any other method, including all papers, vinyls, flexible woods, fabrics, borders, metals, upholstered wall systems, the fabric covered panels made of plastic/wood or prefinished products of micro fiberglass, etc., acrovin and plastic wall coverings and accessories; and any and all preparations of walls and ceilings etc.

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

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"HIGHWAY 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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PILEDRIVERS, BRIDGE CARPENTERS & DIVERS (2)

Journeyman Piledrivers and Bridge				
Carpenters	\$ 20.55	\$ 3.30	\$ 4.65	\$ 28.50
Foremen (10 or less workers)	23.05	3.30	4.65	31.00
Foremen (11 or more workers)	23.55	3.30	4.65	31.50
Journeyman Divers				
Foremen (10 or less workers)	26.72	\$ 3.30	\$ 4.65	34.67
Foremen (11 or more workers)	28.72	3.30	4.65	36.67
Foremen (11 or more workers)	30.72	3.30	4.65	38.67
Diver Tenders	20.55	3.30	4.65	28.50
Apprentices:				
First year	12.33	\$ 3.30	\$ 4.65	20.28
Second Year	14.39	3.30	4.65	22.34
Third Year	16.44	3.30	4.65	24.39
Fourth Year	18.50	3.30	4.65	26.45

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

(2) Includes all work historically related to piledrivers, welders, drillers, burners, riggers, divers, bridge, deck and wharf builders, signaling, and highway construction. Such work includes, but is not limited to, the following kinds, classes, or descriptions of work: fabricating, erecting, dismantling, unloading, moving, spotting, and handling of all piledriving equipment on the jobsite; anchoring, bolting, boom-tending, bracing, building, burning, capping, caulking, cutting, dismantling, drilling, erecting, fabricating, fitting, handling, lagging, loading, moving, plumbing, rafting, securing, signaling, spotting, welding, wrapping, and tying back, unloading and removing, all materials of any kind, make shape or composition, whether prestressed or poststressed concrete, pipe, corrugated shell where power rigging is used, sand piles, sheet piles, auger cast type piling, wood, plastic, fiberglass, steel or any metal or synthetic which is used or installed in, or for, the building, construction, alteration, maintenance, or repair of wharfs, bridges, docks, piers, bulkheads, trestles, cofferdams, tunnels, seawalls, seawall caps, boardwalks, deck, and temporary flotation devices; weights for piers, caissons, and test piles; splicing, heading placing of stringers for frame work, fabrication and placing of walling, spring fender lines of any material described above; spotting, aligning, monitoring, plumbing, and leveling, of all drilling equipment whether the drilling is vertical, diagonal, on land or water, and is performed by equipment mounted on trucks, cranes, platforms, or barges, or any kind of mounted or self-contained water or land unit; and the handling, loading, unloading, changing, setting up, repairing, welding, or maintenance of the drilling equipment on the jobsite; the fabrication and placing of all decking and guards on all docks, wharfs, and piers on the jobsite; and all underwater work incidental to piledriving and bridge carpentry

APPRENTICE RATIO: One (1) Apprentice to three (3) Journeymen.

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"HIGHWAY CONSTRUCTION"

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POWER EQUIPMENT OPERATORS

DAVIS-BACON WAGE DECISION FL 030044/ HIGHWAY (6/13/03)

Asphalt Distributor	\$ 8.67	\$0.00	\$0.00	\$ 8.67
Asphalt Paving Machine Operator	10.48			10.48
Asphalt Raker	8.23			8.23
Asphalt Screed	9.22			9.22
Backhoe	11.27			11.27
Boom-Auger Operator	10.14			10.14
Bulldozer	10.40			10.40
Concrete Joint Saw	11.86			11.86
Concrete Curb Machine	10.93			10.93
Crane, Derrick or Dragline	13.59			13.59
Earthmover	9.57			9.57
Forklift Operator	8.00			8.00
Front End Loader:				
1 cu. yard and under	9.29			9.29
Over 1 cu. Yard	9.68			9.68
Grademan	7.64			7.64
Gradall	10.50			10.50
Guardrail Post Driver Operator	10.75			10.75
Mechanic	12.00			12.00
Milling Machine	8.71			8.71
Milling Machine Grade Checker	7.78			7.78
Motor Grader	11.52			11.52
Mulching Machine	7.75			7.75
Oiler, Grease Man	12.21			12.21
Pavement Striping Machine	9.34			9.34
Nozzlemen	7.91			7.91
Power Subgrade Mixer	8.50			8.50
Rollers:				
Finish	9.18			9.18
Rough	7.66			7.66
Self Prop. Rubber Tire	9.20			9.20
Scrapers	7.55			7.55
Sign Erector	11.65			11.65
Tractor, Light	7.83			7.83
Trenching Machine	8.19			8.19
Widening Spreader Machine	8.50			8.50

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POWER EQUIPMENT OPERATORS Cont'd...
Davis-Bacon Wage Decision FL 020044/Highway (03/01/03)

Combined overall dollar value on an hourly basis of the "basic hourly rate of pay" (as defined in 29 C.F.R. Section 5) and of the fringe benefits payments for hospitalization for such class under the United States Secretary of Labor's applicabl Davis-Bacon wages detremination in effect for Miami Dade County.

Questions concerning the comparability of worker classifictaions or the applicability of Davis-Bacon classification shall be determined by the County

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"HIGHWAY CONSTRUCTION"

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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. Section 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 Miami-Dade County.

Questions concerning the comparability of worker classifications or the applicability of Davis-Bacon classification shall be determined by the County

Please Contact:

**The Department of Business Development
Contract Review and Compliance Division
111 N.W. 1st Street, 19th Floor
Miami, Florida 33128-1906
Phone Number: (305) 375-3111**

Fax Number: (305) 375-2343

NOTICE



County Code §2-11.16

NOTICE TO ALL EMPLOYEES WORKING ON COUNTY CONSTRUCTION PROJECTS

RESPONSIBLE WAGES AND BENEFITS

MINIMUM WAGE You must be paid not less than the base hourly rate even if the value of the fringe benefits exceeds the value of the contribution set forth in the contract specifications. Additionally, you must be paid not less than the combined dollar value (Base 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 for a first time offender are 10% of the amount of underpayment. The liquidated damages increase to 20% for the second violation and 30% for the third violation. Contractors found in violation a fourth time may be subject to suspension or termination in accordance with the contract terms and debarment in accordance with the debarment procedures of the County.

COMPLAINTS Written 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: Miami-dade.gov/dbd

AFFIDAVIT

I, _____ confirm that I have received a check No. _____
(Employee name) (No. #)

in the amount of \$ _____ in full and final settlement of all underpayment of
(Check Amount)

wages owed to me, from _____ in respect to my employment by
(Date through Date)

(Company Name)

This payment brings _____ in compliance with the Responsible Wages
(Company Name)

and Benefits, §2-11.16 *et seq.*, Code of Miami-Dade County, applicable to the project.

Signature

Witness

Sworn to and subscribed before me this
_____ day of _____ 20 _____

By: _____

Signature of Notary Public

Notary's Name, Printed, Stamped or Typed

Personally Known

Produced ID

Type of ID produced _____

