

# DAVIS-BACON: ONE-PAGE GUIDE FOR AGENCIES

## What Are My Responsibilities as the Agency on the Project?

- ✓ Monitor and enforce compliance with Davis-Bacon requirements
- ✓ Include the correct wage determination(s) in the contract and 29 CFR 5.5 in all subcontracts
- ✓ Provide written guidance for multiple wage determination use
- ✓ Conduct field wage interviews
- ✓ Review certified payroll reports (CPRs) for compliance
- ✓ Require restitution and corrected CPRs if applicable
- ✓ Use the conformance process to request missing classifications

## What Info Should I Be Reviewing on CPRs?

CPRs should be reviewed in its entirety, paying close attention to worker information,



classification, hours worked, straight time and overtime worked, fringes paid, and any deductions listed.



Explain to the worker being interviewed that the project is covered by Davis-Bacon



Let the worker know the purpose of the interview is obtain information to ensure proper wages are being paid



Provide the location of where the worker can find the wage determination on the project site



Notify the worker the interview is confidential



Record interview responses on form SF-1445

## How Do I Conduct a Field Wage Interview?

## What Is the Davis-Bacon Act (DBA)?

It's a United States federal law established in 1931 that mandates the payment of local prevailing wages on public works projects.



This means any time there is construction, alteration, or repair work done on public buildings or public works—like bridges, roads, or highways—DBA requirements apply.

## How Do I Request a Missing Classification?



- Review submitted SF-1444 with contractor for completeness
- Submit the conformance request to the USDOL

## Can Agencies Conduct Investigations?



- If needed, agencies have the option to conduct investigations or have the USDOL conduct the investigation
- If you decide to conduct your own investigation, you typically use form SF-1446

## Are There Any Penalties for Agencies for Non-Compliance?



Yes, even agencies can get slapped with penalties if you are not in compliance with DBA requirements:

- Mandated federal oversight of your compliance program
- Forced to pay the cost of administrative 'clean-up'
- Potential loss of funding



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