

Davis-Bacon/BOLI Prevailing Wage Comparison Process

1. Wage Determinations: Select the Oregon Bureau of Labor and Industries (BOLI) wage determination and the Davis-Bacon (D/B) wage determination applicable to the project.
 - a. Determine the date the project was first advertised, or the Request for Proposal Date (RFP) date in the case of a Design-Build Project. This date will determine the applicable Oregon Bureau of Labor and Industries (BOLI) wage determination for the project. These wage determinations are found in BOLI's publications titled "Prevailing Wage Rates for Public Works Contracts in Oregon". This publication is published semi-annually with effective dates of January 1st and July 1st plus two amendments published semi-annually with effective dates of April 1st and October 1st. These publications can be found on BOLI's website:
http://www.oregon.gov/BOLI/WHD/PWR/pwr_state.shtml.
 1. For projects whose date first advertised or RFP date falls between January 1 and March 31, select the publication "Prevailing Wage Rates for Public Works Contracts in Oregon" publication with an effective date of January 1 of the applicable year.
 2. For projects whose date first advertised or RFP date falls between April 1 and June 30, select the publication "Prevailing Wage Rates for Public Works Contracts in Oregon" publication with an effective date of January 1 of the applicable year and its April 1st amendment.
 3. For projects whose date first advertised or RFP date falls between July 1 and September 30, select the publication "Prevailing Wage Rates for Public Works Contracts in Oregon" publication with an effective date of July 1 of the applicable year.
 4. For projects whose date first advertised or RFP date falls between October 1 and December 31, select the publication "Prevailing Wage Rates for Public Works Contracts in Oregon" publication with an effective date of July 1 of the applicable year and its October 1st amendment.
 - a) Recommend print out this publication.
 - b. Determine the bid opening date of the project, or the RFP date in the case of a Design-Build Project. This date will determine the applicable Davis-Bacon (D/B) wage determination for the project. D/B wage determinations and corresponding modifications are published periodically throughout the year. These wage determinations can be found on ODOT's website:
<http://www.oregon.gov/ODOT/HWY/SPECS/wages.shtml>
 1. Select Davis Bacon (2009 Projects) or Davis Bacon (Earlier Projects) as appropriate based on the year of the bid opening date.
 2. Find the bid opening date and select the corresponding Davis Bacon Wage Determination from the column titled HIGHWAY.
 - a) Recommend print out this publication.

2. Zone Pay: Ask the Project Manager for the location on the project site that will be used for the purposes of calculating zone pay. This determination is at the discretion of the Project Manager who has three options.
 - a. The geographical center of the project. (This is the most common and recommended option.)
 - b. If the project has multiple work sites separated by non-work areas (for example two individual bridges with no work in between) zone pay can be calculated based on the geographical center of each individual work site.
 - c. If the project has multiple work sites separated by non-work sites zone pay can be calculated based on the geographical center of the work site where a clear majority of the work is to be performed.

3. Project Wage Entitlements: Perform a comparison of the Davis Bacon and BOLI total prevailing wage entitlement (base pay + zone pay + fringe benefits) due each classification, and if applicable, each group number. In the case of a project which spans multiple counties, multiple comparisons may be required.
 - a. Using the applicable Davis-Bacon wage determination, determine the correct federal wage rate, zone pay, and fringe benefits associated with the location(s) where the project construction is taking place.
 - 1) For each classification, and applicable group number, select the applicable base rate, zone pay, and fringe benefits.
 - b. Using the applicable BOLI wage determination, determine the correct state wage rate, zone pay, and fringe benefits associated with the location where the project construction is taking place.
 - 1) Find the classification and applicable group number, in the region pages associated with the county(ies) where the project construction is taking place.
 - a) If there is an hourly rate of pay and fringe benefits listed next to the classification and applicable group number, use these.
 - b) If directed to "See Appendix," go to the appendix and select the applicable base rate, zone pay, and fringe benefits.

4. Worksheet: Record the higher of the two total prevailing wage entitlements for each classification and group within each classification on the Davis-Bacon/BOLI Prevailing Wage Rate Worksheet found on the ODOT website
http://www.oregon.gov/ODOT/CS/CIVILRIGHTS/labor/forms/PWR_Spreadsheet_Template.xls