

MINIMUM WAGE SCALE

RESOLVED, By the Common Council of the City of Milwaukee, that building and construction trades workers in the construction industry employed upon public work projects done by contract for the City of Milwaukee, either new construction or repair work, upon any roads, bridges, sewers, streets, alleys, buildings, or any other public work, shall be paid no less than the hourly wage rates and fringe benefits which prevail in the Milwaukee metropolitan area for the same type of work or for closely related work. (FILE NUMBER 68-1317)

Prevailing hours of labor for all classes of laborers and mechanics means no more than ten (10) hours per day nor more than forty (40) hours per week and may not include any hours worked on a Saturday, Sunday, or one of six holidays. ALL work performed in excess of these prevailing hours must be paid at a rate of at least 1-1/2 times the hourly basis rate of pay (plus fringe benefits). *Fringe Benefits must be paid on ALL hours worked for ALL job classifications.*

If a contractor or subcontractor anticipates employing a person or persons in classifications, trades, or occupations that are not set forth in the Minimum Wage Scale, then that contractor or subcontractor is required to apply to the Commissioner of Public Works PRIOR to the bid opening date set forth in the official notice for the project for a special wage determination containing the classification(s) and associated wage and benefit rate(s). Special wage determinations requested after the bid opening date MAY be issued at the discretion of the Commissioner of Public Works' Office if it is satisfied that a special classification is used as a prevailing practice in the City of Milwaukee.

The Prime Contractor must provide each subcontractor with a copy of the Minimum Wage Scale with the appropriate classifications and rates for the type of work to be performed. The Minimum Wage Scale, including this cover sheet, must be physically included in the subcontract agreement between the prime and subcontractor.

Bidders are required to utilize the Wisconsin Department of Workforce Development's "Dictionary of Occupational Classifications and Work Descriptions" to determine the appropriate job classifications/wage rates for their employees prior to bidding and to insure employees are paid for those job duties they actually perform. This document can be found on their website at dwd.wisconsin.gov; type "dictionary" in the search box. All disputes and/or controversies regarding the proper classification of any laborer, worker, or mechanic employed on a City project will be referred to the State of Wisconsin Department of Workforce Development for final resolution and disposition.

ss. 66.0903(8), Wis. Stats.

Any contractor, subcontractor, or agent thereof, who fails to pay the prevailing rate of wages determined by the department under this subsection or pays less than 1-1/2 times the hourly basic rate of pay for all hours worked on the project in excess of prevailing hours of labor determined under this subsection, shall be liable to the employees affected in the amount of their unpaid minimum wages or their unpaid overtime compensation and an additional amount as liquidated damages.

Each contractor, subcontractor, or agent thereof participating in a project covered by this subsection shall keep full and accurate records clearly indicating the name and trade or occupation of every laborer, workman, or mechanic employed by him in connection with the project and an accurate record of the number of hours worked by each employee and actual wages paid therefor.

