



**Department
of Commerce**
Division of Industrial Compliance

Wage and Hour Administration
Ohio Prevailing Wage Summary

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What is Prevailing Wage?

- Ohio's Prevailing Wage Law is codified in Ohio Revised Code (ORC) 4115.
- Prevailing Wage is the required wage to be paid to skilled trades employees on public improvement construction projects.



What is Prevailing Wage?

- ORC 4115 defines prevailing wage as the sum of the following:
 - Base hourly rate of pay
 - Life insurance
 - Pensions
 - Health insurance
 - Vacation or paid holidays
 - Apprenticeship programs
 - Other bona fide fringe benefits



Prevailing Wage Thresholds

As of September 29, 2011:

- “New” construction threshold level has been adjusted to \$125,000
 - Will increase to \$200,000 beginning September 29, 2012 and \$250,000 beginning September 29, 2013
- “Reconstruction, enlargement, alteration, repair, remodeling, renovation, or painting” threshold level has been adjusted to \$38,000
 - Will increase to \$60,000 beginning September 29, 2012 and \$75,000 beginning September 29, 2013



Prevailing Wage Thresholds

As of January 1, 2012:

- “New” construction that involves roads, streets, alleys, sewers, ditches and other works connected to road or bridge construction threshold level has been adjusted to \$82,137
- “Reconstruction, enlargement, alteration, repair, remodeling, renovation, or painting” that involves roads, streets, alleys, sewers, ditches and other works connected to road or bridge construction threshold level has been adjusted to \$24,609



Prevailing Wage Thresholds

- Thresholds are to be adjusted biennially by the Director of the Ohio Department of Commerce.
- Biennial adjustments to threshold levels are made according to the Price Deflator for Construction Index, United States Department of Commerce, Bureau of the Census*, but may not increase or decrease more than 3% for any year.

* In the absence of a published Price Deflator for Construction Index, the threshold adjustment is calculated using the Building Cost for Skilled Labor Index published by McGraw-Hill's Engineering News-Record.



Public Authority Responsibilities

- Before advertising for bids, contracting or undertaking construction with it's own forces, a public authority shall:
 - Have the Department of Commerce determine the prevailing wage rate schedule for workers (ORC 4115.04);
 - Every contract for public work shall contain a provision that each worker employed by the contractor or subcontractor, or other person about or upon the public work, must be paid the prevailing rate of wages (ORC 4115.06);
 - If contracts are not awarded or construction undertaken within 90 days from the date of the determination of the prevailing wage, then the public authority must request a redetermination of the wage rates before the contract is awarded (ORC 4115.05).



Public Authority Responsibilities

- No public authority shall award a contract for a public improvement to any contractor/subcontractor whose name appears on the list of debarred contractors (ORC 4115.133).
 - List filed with Ohio Secretary of State
 - Filing of the notice of conviction by OSS constitutes notice to all public authorities
 - Debarred contractors prohibited from working on public improvements for a period of up to three years
- A public authority must designate and appoint one of its own employees to serve as the Prevailing Wage Coordinator during the life of the contract for constructing the public improvement (ORC 4115.071).
 - Prevailing Wage Coordinator must be appointed no later than ten days before the first payment of wage by contractors to employees working on the public improvement



Prevailing Wage Coordinator Responsibilities

- Attend all pre-construction meetings;
- Set up and maintain, for inspection, certified payrolls. These should be received two weeks after initial payment and monthly thereafter (ORC 4115.071);
- Obtain the contractor's payroll schedule (ORC 4115.071);
- Receive complete payroll including names, current addresses, social security number, number of hours worked, pay, fringe benefits, job classification and deductions (ORC 4115.071);



Prevailing Wage Coordinator Responsibilities

- Notify all contractor's of changes to wage rates within seven days of published changes (ORC 4115.071);
- Monitor compliance with timely filing of certified payrolls (ORC 4115.071);
- Receive Affidavit of Compliance at end of project (ORC 4115.071);
- Report delinquency in filing to public authority and Ohio Department of Commerce (ORC 4115.071)



Requirements for Certified Payroll Reports

- Certified payroll reports must include all of the following:
 - Name, current address and social security number of each employee;
 - Each worker's classification for the work being performed;
 - Total hours worked for each classification by each worker;
 - Hourly rate of pay for each worker in each classification;
 - Fringe benefit contributions;
 - Total of gross wages, list of all deductions and final net pay for each worker.



Certified Payroll Reports

Certified Payroll Report

Report for: Check or Subcontractor* Contractor No: _____ Payroll No: _____

Company: _____ If Sub, GC/Prime Contractor Name: _____

Address: _____ Project Name & Location: _____ Week Ending: _____

City, State, Zip: _____ Public Authority (Owner): _____

Phone No: _____ Sheet # _____ of _____

1. Employee Name, Address, & Local #	2. Work Shift	3. Prevailing Wage Project Name/Worked On/Date	4. Total Hours			5. Base Rate	6. Project	7. Fringe	8. Cash			9. Approved Plans	10. Weekly Payroll Amount	
			Reg	Oth	Tot				Fed	Sta	Local		Gross	Deductions
SSN									Wage	Ret	Med	Other	Total	Net Pay on Job

1. By signing below, I certify that I (I) own, or supervise the payment of the employees shown above; (2) during the time period reported on this form, all hours worked on the project have been paid at the appropriate prevailing wage rate for the class of work shown; (3) the fringe benefits have been paid as indicated above; (4) the overtime or deductions have been or will be made; (5) the total hours worked are correct; and (6) all workers have the proper registration as defined in CMR Chapter 4112, and all subcontractors are registered with the U.S. Dept. of Labor, Bureau of Apprenticeship and Training. I understand that the withdrawal of any of the above statements may subject the Contractor or Subcontractor to an equitable action.

Type or Print Name and Title: _____ Signature: _____ Date: _____

*Attach additional sheets as necessary. *Type in parentheses for, but will not be used.



Questions/Comments?

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