


Where Government Contracting Starts





How to Use SAM: Wage Determinations

Correct application of Wage Determinations

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www.apexalaska.org


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Where Government Contracting Starts

Today's Agenda

- ❖ Finding the correct Wage Determination (WD)
 - General definitions
 - DBA vs SCA
 - Responsibility of WD Assignment
 - WDs in the Solicitation packet
- ❖ Reviewing the WD rate components
 - Labor Categories – basic hourly
 - Health & Welfare (Fringe & other factors)
 - Sick Leave
 - Paid Holidays
- ❖ Verifying correct labor category mapping & usage
- ❖ Finding answers at Department of Labor website






Finding the Correct WD

DBA vs SCA
Searching SAM.gov

Defining Wage Determinations

- ❖ **Definition:** A wage determination (WD) is a **set of wages**, **fringe benefits**, and **work rules** that the U.S. Department of Labor has ruled to be **prevailing** for a given labor category in a given locality for particular types of **construction or service contracts**.
- ❖ **Purpose:** The primary goal of wage determination is to **ensure fair compensation for workers by setting minimum wage rates, including both hourly pay and fringe benefits**, for different job classifications.
- ❖ **Government Contracts:** Wage determinations are particularly important in government contracting, especially for construction projects funded by federal agencies. These determinations are often referred to as Prevailing Wage Determinations.
- ❖ **Where are they found?** 



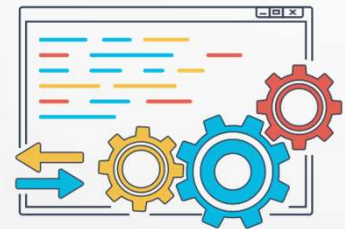


Where Government Contracting Starts

Principal Requirements

❖ Principal Requirements of Labor Standards

- Contractor must pay covered employees *no less* than the prevailing wages and fringe benefits dictated by the applicable wage determination
 - If there's no wage determination, then the contractor must pay no less than the minimum wage under the Fair Labor Standards Act (FLSA)
- Notification to covered employees of required wages and fringe benefits
 - Post wage determination in prominent and accessible place
- Provide safe and sanitary working conditions
- Record keeping requirements



Where Government Contracting Starts

DBA vs SCA

Davis-Bacon Act



Public Buildings or Works



Wages rates for laborers and mechanics

Davis-Bacon Act (DBA)

Application:

- U.S. federal law that requires contractors and subcontractors working on federally funded or assisted **construction projects**
- Related acts: federal assistance through grants, loans, loan guarantees and insurance
- Threshold: \$2,000

[https://www.dol.gov/agencies/whd/government-contracts/construction/fag/conformance#:~:text=The%20Davis%20Bacon%20and%20Related%20Acts%20\(DBRA\)%20require%20payment,of%20Labor%20administers%20the%20DBRA.](https://www.dol.gov/agencies/whd/government-contracts/construction/fag/conformance#:~:text=The%20Davis%20Bacon%20and%20Related%20Acts%20(DBRA)%20require%20payment,of%20Labor%20administers%20the%20DBRA.)

McNamara-O'Hara Service Contract Act



Service Contracts




Wage rates for service employees

Service Contract Act (SCA)

Application:

- U.S. federal law that requires contractors and subcontractors **performing services** on federal contracts to pay service employees no less than the locally prevailing wage rates and fringe benefits, or the rates in a predecessor contractor's collective bargaining agreement
- Threshold: \$2,500


<https://www.dol.gov/agencies/whd/government-contracts/service-contracts#:~:text=The%20McNamara%20DO%27Hara%20Service,apply%20to%20SCA%20covered%20contracts.>



Where Government Contracting Starts

Searching SAM

Step 1.



[Requests](#)
[Notifications](#)
[Workspace](#)
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[Home](#)
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[Help](#)

Search

All Words

e.g. 1606N020Q02

Search

Search Results

Saved Searches

Actions

Filter By

All Domains

Contracting

Federal Assistance

Entity Information

Federal Hierarchy


Wage Determinations

Keyword Search

For more information on how to use our keyword search, visit our help guide


Set Your Search Criteria

Use the filters on the left to start your search



Where Government Contracting Starts

Searching WD Type



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[Home](#)
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[Help](#)

Search

Search Results

Saved Searches

Actions

Step 2.

Filter By

Wage Determination Number

Status

☒ Active
 ☐ Inactive

Published Date

Anytime

Reset

Wage Determinations


By Wage Determination ID

Construction (DBA)


Service Contracts (SCA)

Set Your Search Criteria

Use the filters on the left to start your search



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DBA WD

Filter By

Step 3a.

Location

State

Alaska

County/ Independent City

Anchorage

DBA Construction Type

Select...

Building

Heavy

Highway

Residential

Anytime

Reset

Wage Determinations

<

By Wage Determination ID

Construction (DBA)

Service Contracts (SCA)

Coll.

>

Showing 1 - 3 of 3 results

Sort by

Published Date

Davis-Bacon Act WD #: AK20250001

State

Alaska

Counties

Aleutians East, Aleutians West, Anchorage, Bethel, Bristol Bay, Denali, Dillingham, Fairbanks North Star, Haines, Juneau, Kenai Peninsula, Ketchikan Gateway, Kodiak Island, Matanuska-Susitna, Nome, North Slope, Northwest Arctic Peninsula & Lake, Prince Of Wales-Outer Ketchika, Sitka, Skagway-Yakutat-Angoon, Southeast Fairbanks, Valdez-Cordova, Wade Hampton, Wrangell-Petersburg, Yukon-Koyukuk

DBA Wage Determination

Modification Number

6

Construction Types

Building, Heavy

Published Date

Jul 10, 2025

Davis-Bacon Act WD #: AK20250002

State

Alaska

Counties

Aleutians East, Aleutians West, Anchorage, Bethel, Bristol Bay, Denali, Dillingham, Fairbanks North Star, Haines, Juneau, Kenai Peninsula, Ketchikan Gateway, Kodiak Island, Matanuska-Susitna, Nome, North Slope, Northwest Arctic Peninsula & Lake, Prince Of Wales-Outer Ketchika, Sitka, Skagway-Yakutat-Angoon, Southeast Fairbanks, Valdez-Cordova, Wade Hampton, Wrangell-Petersburg, Yukon-Koyukuk

DBA Wage Determination

Modification Number

0

Construction Types

Highway

Published Date

Jan 2, 2025

Davis-Bacon Act WD #: AK20250004

State

Alaska

Counties

Anchorage

DBA Wage Determination

Modification Number


0

Construction Types

Residential

Published Date

ALASKA
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Where Government Contracting Starts

SCA WD

Filter By

Location

State

Alaska

County/ Independent City

Select County

Previously Performed

Were these services previously performed under an SCA covered contract?

☐ Yes, in the same locality
 ☐ Yes, but in a different locality
 ☐ No, not performed before

Status

☒ Active
 ☐ Inactive

Published Date

Anytime

Reset

Step 3b.

Wage Determinations

<

By Wage Determination ID

Construction (DBA)

Service Contracts (SCA)

Cell

>

Showing 1 - 4 of 4 results

Service Contract Act WD #: 2015-5681

Non-Standard Service Description(s)

State

Alaska

Counties

Anchorage, Matanuska-Susit

SCA Wage Determination

Revision Number

24

Service(s)

Published Date

Jul 7, 2025

Service Contract Act WD #: 2015-5687

Non-Standard Service Description(s)

State

Alaska

Counties

Aleutian Island, Bethel, Bristol Bay, Dillingham, Kenai Peninsula, Kodiak Island, Nome, North Slope, Southeast Fairb, Valdez-Cordova, Wade Hampton, Yukon-Koyukuk

SCA Wage Determination

Revision Number

26

Service(s)

Published Date

Jul 7, 2025

Service Contract Act WD #: 2015-5683

Non-Standard Service Description(s)

State

Alaska

Counties

Fairbanks North

SCA Wage Determination

Revision Number

24

Service(s)

Published Date

Jul 7, 2025

Service Contract Act WD #: 2015-5685

Non-Standard Service Description(s)

State

Alaska

Counties

Haines, Juneau, Ketchikan Gateway, Prince of Wales, Sitka, Skagway-Yakutat, Wrangell-Peters

SCA Wage Determination

Revision Number

26

Service(s)

Published Date

Jul 7, 2025

Sort by

Published Date

ALASKA
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Where Government Contracting Starts

Collective Bargaining Agreements (CBA)

Filter By

Step 3c.

Location

State

Alaska

County/Independent City

Select County

Status

☒ Active

☐ Inactive

Published Date

Anytime

Reset

Wage Determinations

< mination ID

Construction (DBA)

Service Contracts (SCA)

Collective Bargaining

>

Showing 1 - 25 of 65 results

Sort by

Published Date

Collective Bargaining Agreement #: CBA-2025-232

State: Alaska, County: Fairbanks North

CBA Wage Determination

Revision Number: 0

Published Date: May 28, 2025

Collective Bargaining Agreement #: CBA-2025-231

State: Alaska, County: Juneau

CBA Wage Determination

Revision Number: 0

Published Date: May 28, 2025

Collective Bargaining Agreement #: CBA-2025-230

State: Alaska, County: Anchorage

CBA Wage Determination

Revision Number: 0

Published Date: May 28, 2025

ALASKA
APEX
ACCELERATOR

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CBA Notes

Collective Bargaining Agreements (CBAs)

- Negotiated by the predecessor contractor
- Applies if:
 - Services under contract are substantially the same as current incumbent's services
 - Services performed in the same locality
- Doesn't apply if DOL finds that the CBA's rates substantially vary from the rates prevailing in the locality or CBA resulted from negotiations that were not arms-length



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WD & Contract Assignment

In government contracting, the responsibility for **assigning a wage determination** lies with the U.S. Department of Labor's (DOL) Wage and Hour Division (WHD).

More specifically:

- ❖ **DOL issues wage determinations:** The DOL, through its Wage and Hour Division, is responsible for determining and issuing the prevailing wage rates and fringe benefits for various job classifications within specific geographic areas. These determinations are based on factors like job classification, location, and industry standards.
- ❖ **Contracting agencies use these determinations:** Federal **contracting agencies are responsible for ensuring that the correct wage determination(s) issued by the DOL are included in their contract solicitations and awarded contracts.** This ensures that contractors and subcontractors pay no less than the locally prevailing wages and fringe benefits to their workers.
- ❖ **Contractors adhere to the determinations:** **Once incorporated into a contract, the applicable wage determination becomes a binding requirement for the contractor and any subcontractors to adhere to when paying laborers and mechanics on the project.**



Where Government Contracting Starts

FAR Clauses



FAR

FAC Number: 2025-05
Effective Date: 08/07/2025

ACQUISITION.GOV

FAR Overhaul

Regulations ▾

Tools ▾

Policy Network ▾



Part 52 ▾

52.2 ▾

52.222 ▾

Davis
Bacon Act:

[52.222-4 Contract Work Hours and Safety Standards -Overtime Compensation.](#)

[52.222-5 Construction Wage Rate Requirements-Secondary Site of the Work.](#)

[52.222-6 Construction Wage Rate Requirements.](#)

[52.222-7 Withholding of Funds.](#)

[52.222-8 Payrolls and Basic Records.](#)

[52.222-9 Apprentices and Trainees.](#)

[52.222-10 Compliance with Copeland Act Requirements.](#)

[52.222-11 Subcontracts \(Labor Standards\).](#)

[52.222-12 Contract Termination-Debarment.](#)

[52.222-13 Compliance with Construction Wage Rate Requirements and Related Regulations.](#)

[52.222-14 Disputes Concerning Labor Standards.](#)

Service
Contract
Act:

[52.222-41 Service Contract Labor Standards.](#)

[52.222-42 Statement of Equivalent Rates for Federal Hires.](#)


[52.222-43 Fair Labor Standards Act and Service Contract Labor Standards-Price Adjustment \(Multiple Year and Option Contracts\).](#)

[52.222-44 Fair Labor Standards Act and Service Contract Labor Standards-Price Adjustment.](#)

How do you know if a prevailing wage determination is applicable for a solicitation and resulting contract?



<https://www.acquisition.gov/far/52.222>



Solicitation Attachments

Design-Build Sitka Waterfront Improvements (Sitka, AK)

• Inactive

Opportunity

Notice ID: 70205025R43000002
Related Notice (blank)

Contract Opportunity Type: Solicitation
Contract Line Item Number (blank)

Inactive Dates: May 30, 2025
Inactive Policy: 15 days after date offers due

Date Offers Due: May 15, 2025 7:00 PM EDT
Published Date: May 12, 2025 4:47 PM EDT

Department/Ind. Agency: HOMELAND SECURITY, DEPARTMENT OF
Sub-tier: US COAST GUARD

Classification

Original Set Aside (blank)

Product Service Code: Y1JZ - CONSTRUCTION OF MISCELLANEOUS BUILDINGS
NAICS Code: 236220 - Commercial and Institutional Building Construction


Place of Performance (blank)
Initiative: None

Attachments/Links

Links
No links have been added to this opportunity.

Attachments [Download All](#)

Document	File Size	Access	Updated Date
01a SPECS Appendix Q-Z (Volume 3 of 3).pdf	85.92 MB	Public	Mar 13, 2025
01b FAR Class Dev (25-02) Waiver of PLA.pdf	274.3 KB	Public	Mar 13, 2025
01c DBA Wage Determ AK20250001 (01 30 2025).pdf	4.81 MB	Public	Mar 13, 2025
01d Price Proposal FORM.pdf	456.06 KB	Public	Mar 13, 2025
01a SPECS Appendix A-P (Volume 2 of 3).pdf	95.92 MB	Public	Mar 13, 2025
01a SPECIFICATIONS Final (Volume 1 of 3).pdf	2.15 MB	Public	Mar 13, 2025
00 TASK ORDER ANNOUNCEMENT Sitka Waterfront.pdf	963.58 KB	Public	Mar 12, 2025



Solicitation Attachments

Dining Hall Attendant Services

• Inactive

Opportunity

Notice ID: W50572-25-Q-7101
Related Notice (blank)

Contract Opportunity Type: Combined Synopsis/Solicitation
Contract Line Item Number (blank)

Inactive Dates: Aug 16, 2025
Inactive Policy: 15 days after date offers due

Date Offers Due: Aug 01, 2025 5:00 PM EDT
Published Date: Jul 22, 2025 11:08 AM EDT

Department/Ind. Agency: DEPT OF DEFENSE
Sub-tier: DEPT OF THE ARMY
Major Command: NATIONAL GUARD BUREAU
Office: W7M8 USPFO ACTIVITY IAANG 185

Classification

Original Set Aside: Total Small Business Set-Aside (FAR 19.5)

Product Service Code: S201 - HOUSEKEEPING-CUSTODIAL JANITORIAL
NAICS Code: 561720 - Janitorial Services


Place of Performance (blank)
Initiative: None

Attachments/Links

Links
No links have been added to this opportunity.

Attachments [Download All](#)

Document	File Size	Access	Updated Date
Questions and Answers v1.pdf	74.9 KB	Public	Jul 22, 2025
Provisions_and_Clauses_W5057225Q7101.pdf	171.03 KB	Public	Jul 22, 2025
Wage Determination 2015-5007_Dated 7-8-2025.pdf	366.25 KB	Public	Jul 18, 2025
Provisions_and_Clauses_W5057225Q7101.pdf (deleted)	207.49 KB	Public	Jul 18, 2025
PWS Dining Hall Attendant 2025.pdf	1.22 MB	Public	Jul 18, 2025
FAR and DFARS Section 889 Representations.pdf	169.18 KB	Public	Jul 18, 2025
Vendor Information Sheet.docx	21.07 KB	Public	Jul 18, 2025



Solicitation Attachments

HVAC Maintenance and Repair

● Inactive

Notice ID
N66604-25-R-0046

Contract Opportunity Type
Combined Synopsis/Solicitation

Inactive Dates
Nov 27, 2024

Related Notice
(blank)

Contract Line Item Number
(blank)

Inactive Policy
15 days after date offers due

Department/Ind. Agency
DEPT OF DEFENSE

Sub-tier
DEPT OF THE NAVY

Major Command
NAVSEA

Office
NUWC DIV NEWPORT

Classification

Original Set Aside
Service-Disabled Veteran-Owned Small Business (SDVOSB) Set-Aside (FAR 19.14)

Product Service Code
J045 - MAINT/REPAIR/REBUILD OF EQUIPMENT- PLUMBING, HEATING, AND WASTE DISPOSAL EQUIPMENT

Place of Performance
(blank)

Initiative
None


NAICS Code
238220 - Plumbing, Heating, and Air-Conditioning Contractors

Attachments/Links

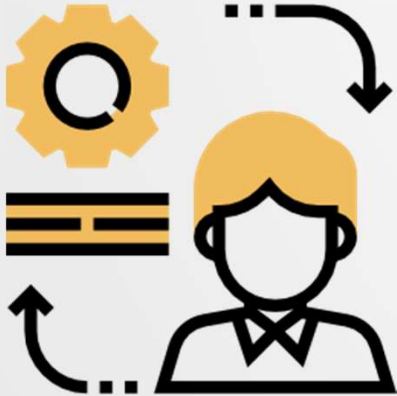
Links
No links have been added to this opportunity.

Attachments [Download All](#)


Document	File Size	Access	Updated Date
Complete Q and A - Amendment 0001 and 0002.xlsx	20.57 KB	Public	Nov 7, 2024
Solicitation Amendment N6660425R0046U0002.pdf	526.23 KB	Public	Nov 7, 2024
Attachment_6_Collective Bargaining Agreement 10.01.24.pdf	915.57 KB	Public	Nov 7, 2024
Solicitation Amendment N6660425R0046U0001.pdf	524.85 KB	Public	Oct 24, 2024
Attachment_5_NUWC Newport HVAC Inventory.xlsx	307.68 KB	Public	Oct 24, 2024
N6660425R0046.pdf	1.31 MB	Public	Oct 10, 2024
Exhibit A CDRLs.pdf	9.85 MB	Public	Oct 10, 2024
Attachment_1_Past_Performance_Reference_NPT.docx	20.55 KB	Public	Oct 10, 2024
Attachment_2_Staffing_Plan_NPT.xlsx	20.67 KB	Public	Oct 10, 2024
Attachment_3_Performance Requirements Summary Table.docx	26.68 KB	Public	Oct 10, 2024
Attachment_4_Wage Determination SCA 15-4089.txt	48.58 KB	Public	Oct 10, 2024



Wage Determinations



How to correctly identify and apply wage rate components



Davis-Bacon Act WD # AK20250001

WAGE DETERMINATIONS

Davis-Bacon Act WD # AK20250001

Modification #
6

Construction
Building, Heavy

Last Revised Date
Jul 11, 2025

Wage Determination

ELEC1547-004 04/01/2025		
	Rates	Fringes
CABLE SPLICER.....	\$ 53.44	3%+28.67
ELECTRICIAN.....	\$ 53.44	3%+28.67

ELEC1547-005 04/01/2025		
Line Construction		
	Rates	Fringes
CABLE SPLICER.....	\$ 74.34	3%+33.47
Linemen (Including Equipment Operators, Technician).....	\$ 72.59	3%+33.47
Powderman.....	\$ 70.59	3%+33.47
TREE TRIMMER.....	\$ 42.23	3%+28.83

Davis-Bacon Act


- State & Area Identifiers (specific to locality)
- Construction Types
- Modification number & publication date
- Occupation Group Code & Labor Classification
- Sub-Group Descriptions
- Minimum Hourly Labor Rates and Fringes
 - Differing rates based on physical locality
- Additional pay factors listed by footnote specific to group classification
- EO 13706 Establishing Paid Sick Leave for Federal Contractors

States and Counties

State
Alaska

Counties
Anchorage, Bethel, Bristol Bay, Denali, Dillingham, Fairbanks North Star, Haines, Juneau, Kenai Peninsula, Ketchikan Gateway, Kodiak Island, Nome, North Slope, Northwest Arctic, Peninsula & Lake, Sitka, Valdez-Cordova, Wade Hampton, Yukon-Koyukuk

<https://sam.gov/wage-determination/AK20250001/6>



SCA WD # 2015-5681

Filter By

Location

State
Alaska

County/ Independent City
Anchorage

Previously Performed
Were these services previously performed under an SCA covered contract?

☒ Yes, in the same locality

☐ Yes, but in a different locality

☐ No, not performed before

Subject to CBA
Were the employees working subject to a CBA?

☐ Yes, and the current contract is based on a CBA

☐ Yes, but the current contract is not based on a CBA

☒ No

Wage Determinations

<

By Wage Determination ID

>

Construction (DBA)

Service Contracts (SCA)

Coll

>

Showing 1 - 1 of 1 results

Service Contract Act WD #: 2015-5681

Non-Standard Service Description(s)

State
Alaska

Counties
Anchorage, Matanuska-Susit

Sort by
Published Date

SCA Wage Determination

Revision Number
24

Service(s)
Published Date
Jul 7, 2025

results per page
25

Non-Standard Services
Are the contract services to be performed listed in the drop down below as a Non-Standard Service?

☐ Yes

☐ No, and the SCA WD in the current contract ends in an odd number

Select Non-Standard Service

Select...

Status

☒ Active


☐ Inactive

Published Date

Anytime

Reset

10



SCA WD # 2015-5681

WAGE DETERMINATIONS

Service Contract Act WD # 2015-5681

Revision #
24

Service(s)
Standard (Area-Wide) Wage Determination

Last Revised Date
Jul 08, 2025

States and Counties

State
Alaska


Counties
Anchorage, Matanuska-Susit

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
Fringe Benefits Required Follow the Occupational Listing		
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		20.76
01012 - Accounting Clerk II		23.24
01013 - Accounting Clerk III		25.95
01020 - Administrative Assistant		30.36
01035 - Court Reporter		24.06
01041 - Customer Service Representative I		17.07***
01042 - Customer Service Representative II		18.63
01043 - Customer Service Representative III		20.91
01051 - Data Entry Operator I		21.16
01052 - Data Entry Operator II		23.16
01060 - Dispatcher, Motor Vehicle		27.73
01070 - Document Preparation Clerk		22.86
01090 - Duplicating Machine Operator		22.86
01111 - General Clerk I		20.17
01112 - General Clerk II		22.01

<https://sam.gov/wage-determination/2015-5681/24>

Service Contract Act

- WD No., Revision No. and Date of Last revision
- State & Area Identifiers (specific to locality)
- Occupation Code - Title
- Minimum Hourly Rates
- Minimum fringe benefits that a contractor must provide
 - EO 13706 Establishing Paid Sick Leave for Federal Contractors
 - Health & Welfare – hourly rate in additional to labor rate
 - Vacation – 2 weeks of paid vacation after 1 year of service, 3 weeks after 5 years & 4 weeks after 15 years
 - Holidays: varies by state – 11 or 12 paid holidays/year
 - Additional benefits referenced by footnote



Mapping SCA Classifications

- ❖ Review PWS or SOW to determine labor classifications needed
- ❖ SCA Directory of Occupations: <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/SCADirectVers5.pdf>
- ❖ Employee exemptions:
 - Bona fide executive, administrative, and professional employees
 - Project managers, supervisors – supervisory roles responsible for staff performance, oversight, etc. – not performing the labor as mapped to classifications
 - Apprentices, student-learners and works with earning capacity impairments (age, physical or mental deficiency, or injury)
 - Persons individually registered in a bona fide apprenticeship program registered with DOL's Employment Training Administration (ETA) Office of Apprenticeship (OA) or a state apprenticeship program recognized by OA
 - Individuals in their first 90 days of probationary employment as an apprentice in such a program
 - May receive lower than required wages
 - Must receive the stipulated fringe benefits

Additional information can be found in the SCA Prevailing Wage Resource Book



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Mapping DBA Classifications

- ❖ The term “laborer or mechanic” includes at least those workers whose duties are manual or physical in nature (including those works who use tools or who are performing the work of a trade), as distinguished from mental or managerial duties. This includes:
 - Apprentices
 - Persons individually registered in a bona fide apprenticeship program registered with DOL’s Employment Training Administration (ETA) Office of Apprenticeship (OA) or a state apprenticeship program recognized by OA
 - Individuals in their first 90 days of probationary employment as an apprentice in such a program.
 - Trainees
 - Persons individually registered and receiving on-the-job training in a construction occupation under a program which has been approved in advance by ETA
 - Helpers
 - A distinct classification of “helper” will be issue din the DBA WD only where all conditions are met:
 - Duties are clearly defined & distinct from those of any other classification on the WD
 - Use of such helpers is an established prevailing practice in the area
 - The helper is not employed as a trainee in an informal training program.



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Mapping DBA Classifications

- ❖ Coverage of laborers and mechanics
 - The DBA requires the payment of the applicable prevailing wage rates to all labors & mechanics “regardless of any contractual relationship which may be alleged to exist.”
 - Working foremen who devote more than 20% of their time during a work week to mechanic or laborer duties, and how do not meet the exemption criteria of 29 CFR Part 541 are laborers & mechanics for the time so spent. The working foreman is due the applicable rate listed in the contract WD for the hours spent as a laborer or mechanic.
 - Persons “employed in a bona fide executive, administrative, or professional capacity” as defined in 29 CFR part 541 are deemed not to be laborers or mechanics.
 - Business Owners: An individual who owns at least a bona fide 20% equity interest in the business and is actively engaged in its management is considered a bona fide executive, and is not a laborer or mechanic under the Davis-Bacon definition of the term “laborer or mechanic.”



Mapping Labor Classifications

SCA

- ❖ Conformance Process – when the wage determination doesn't include a suitable classification
 - There must be a “reasonable relationship” to the unlisted and listed classifications
 - Before employees perform work, submit a Form 1444 to contracting officer
 - Description of project,
 - Proposed classification, title, wage rate and fringe benefits
 - Rationale for proposed classification
 - Contracting Officer submits form to DOL with recommendations
 - DOL responds within 30 days with a decision

DBA

- ❖ If there is not a WD for a project to be performed at a location not covered by a published WD or if a classification is missing:
 - The Federal agency funding or financially assisting the construction project requests a WD by submitting a SF308 via email



Application of Rates - SCA

Payroll requirements

- ❖ The monetary wage requirement and the fringe benefit are two separate requirements in the SCA.
- ❖ SCA fringe benefit requirements are listed after the classification list with associated hourly monetary wage rate.
- ❖ The fringe benefits must be furnished, separately from and in addition to, the specified monetary wages by the contractor/subcontractor to the employees engaged in the performance of a covered contract.
- ❖ A contractor must keep appropriate records separately showing amounts paid for wages and amounts paid for fringe benefits. 29



29 CFR § 4.170 - Furnishing fringe benefits or equivalents.


Applying Rates - SCA

- ❖ Minimum Hourly Rate
- ❖ Health & Welfare (Fringe Benefit)
- ❖ Sick Leave
- ❖ Paid vacation
- ❖ Paid Federal Holidays

Timely Payments

SCA does not permit pay periods longer than semi-monthly.

 <p>Where Government Contracting Starts</p>	<h2>SCA H&W Rate</h2>
 <h3>2025 Newly Increased Health and Welfare Rates on SCA Government Contracts</h3>  <p>https://www.pilieromazza.com/2025-newly-increased-health-and-welfare-rates-on-sca-government-contracts/#:~:text=The%20Department%20of%20Labor's%20(DOL, hour%20to%20\$5.55%20per%20hour.</p>	<p>CLIENT ALERTS 07.14.25 By: Nichole D. Atallah, Sarah L. Nash</p> <p>The Department of Labor's (DOL) Wage and Hour Division (WHD) has again issued new Service Contract Act (SCA) health and welfare (H&W) rates. Effective July 7, 2025, WHD increased the prevailing H&W fringe benefits from a rate of \$5.36 per hour to \$5.55 per hour. Where a contractor is obligated to comply with Executive Order (EO) 13706 sick leave obligations, the rates increased from \$4.93 per hour to \$5.09 per hour. Updated rates of \$2.42 per hour (without the EO) and \$1.96 (with the EO) also apply to employees in Hawaii covered by the Hawaii Prepaid Health Act. <i>For government contractors with an existing SCA contract, obtaining a new SCA contract, renewing options, or modifying existing contracts with a new wage determination, PilieroMazza covers what you need to know below.</i></p> <p>1. Should I increase H&W rates on all of my SCA contracts now?</p> <p>No. Although the new wage determinations have been issued by DOL, the only H&W rate that is applicable to your contract is the rate that is on the wage determination incorporated into the government contract on which the employees are working. These new wage determinations are not effective until one is incorporated into your contract by modification.</p> <p>2. When is the contracting officer required to incorporate the new wage determination?</p> <p>Any new solicitation should include the new wage determinations, assuming the solicitation was issued 30 days after the wage determination was issued. For pre-existing government contracts, the contracting officer should incorporate the new wage determination into your contract at the option year through the contract modification process. The contracting officer could choose to incorporate the new wage determination earlier, but this is rare.</p> <p>3. Am I entitled to a price adjustment once the wage determination is incorporated?</p> <p>Likely yes. FAR 52.222-43 should be included in your contract and entitles you to the difference between what you currently pay employees and what you will have to pay employees once the new wage determination becomes a part of your contract. You can also request any associated tax or insurance costs that increase. Be on the lookout for any contract clauses that try to work around this requirement or contracts that do not include this FAR provision and consult counsel.</p>

 <p>Where Government Contracting Starts</p>	<h2>EO 13706</h2>
<h3>How do Employees Accrue and Use Paid Sick Leave?</h3> <ul style="list-style-type: none"> ❖ Employees accrue 1 hour of paid sick leave for every 30 hours worked on or in connection with a covered contract. 29 CFR 13.5(a)(1) <ul style="list-style-type: none"> • Hours worked are determined using the FLSA standard. 29 CFR 13.5(a)(1)(i) • Contractors can assume FLSA-exempt employees work 40 hours each workweek. 29 CFR 13.5(a)(2) ❖ Contractors must inform employees, in writing, of how much paid sick leave they have available each pay period. 29 CFR 13.5(a)(2) ❖ Instead of tracking time on covered contracts week by week, contractors can “frontload” leave at the beginning of the accrual year by giving employees 56 hours of paid sick leave in a lump sum. 29 CFR 13.5(a)(3) ❖ Employees can be limited to earning 56 hours of paid sick leave per accrual year, and to having 56 hours of paid sick leave available at any point in time. 29 CFR 13.5(b)(1),(3) ❖ Unused sick leave can be carried over into the next accrual year. 29 CFR 13.5(b)(2) <ul style="list-style-type: none"> • Carryover does not count towards the new year’s accrual limit. 	



Where Government Contracting Starts

Application of Rates - DBA

Payroll requirements

- ❖ The monetary wage requirement and the fringe benefit are two separate requirements in the DBA.
- ❖ Unlike SCA, hourly fringe benefit rates are listed next to the monetary hourly rate for each classification.
- ❖ Each classification on a DBA WD stands alone and each laborer & mechanic is due the full prevailing wage (including fringe benefits, if listed) for all hours worked in a classification.
- ❖ Overtime (OT) is paid for any hours worked more than 8 hours per day or 40 hours per week. OT is calculated as the base rate x 1.5.
- ❖ Fringe benefit rate is paid for all hours worked but is paid as a "straight time" calculation

Applying Rates - DBA

- ❖ Minimum Hourly Rate
- ❖ Fringe (Health & Welfare)
- ❖ Additional pay factors listed by footnote specific to group classification
- ❖ Sick Leave

Timely Payments

Contractors & subcontractors are required to pay covered workers weekly and submit weekly certified payroll records.



Where Government Contracting Starts

SCA Reporting Compliance

- ❖ All three prevailing wage programs have labor reporting requirements:
 - SCA – annual labor hours worked and associated labor costs are reported through SAM.gov for the fiscal year just completed. Reporting must be completed by October 31st of each year.
 - FAR Clause 52.204-14 Service Contract Reporting Requirements
 - The Contractor shall report the following information:
 - (1) Contract number and, as applicable, order number.
 - (2) The total dollar amount invoiced for services performed during the previous Government fiscal year under the contract.
 - (3) The number of Contractor direct labor hours expended on the services performed during the previous Government fiscal year.
 - (4) Data reported by subcontractors under paragraph (f) of this clause.



Where Government Contracting Starts

DBA Reporting Compliance

- ❖ All three prevailing wage programs have labor reporting requirements:
 - The Copeland Act language requires DOL regulations to “include a provision that each contractor and subcontractor each week must furnish a statement on the wages paid to each employee during the prior week.”
 - Payrolls and the “Statement of Compliance” – Certified Payroll, Form WH-347
 - The contractor shall submit weekly for any week in which any contract work is performed a copy of all payrolls. 29 CFR § 5.5(a)(3)(ii)(A)
 - Each weekly payroll submitted must be accompanied by a “Statement of Compliance” 29 CFR § 5.5(a)(3)(ii)(B)
 - Weekly payrolls must include specific information as required by 29 CFR § 5.5(a)(3)
 - Weekly payroll may be submitted in any form desired; however there is the optional form WF-347 available for this purpose. <https://www.dol.gov/sites/dolgov/files/WHd/legacy/files/wh347.pdf>
 - Instructions for completing payroll form, WH-347: <https://www.dol.gov/agencies/whd/forms/wh347>



Where Government Contracting Starts

Compliance Requirements

Record Retention

- ❖ Must keep records during performance and maintain them for 3 years after contract completion
- ❖ Must track each employee's
 - Name, address, and SSN
 - Work Classification, wage rate paid, fringe benefits provided (or payment in lieu of fringe benefits), total daily and weekly compensation
 - Daily and weekly hours worked by each employee
 - Any deductions, rebates or refunds from the total daily or weekly compensation of each employee
- ❖ Must allow DOL's Wage and Hour Division access to the records and employees for work site interviews
- ❖ Failure to produce records may cause the CO to suspend payments under the contract.



Where Government Contracting Starts

Compliance Requirements

Record Retention – EO 13706 – Establishing Paid Sick Leave for Federal Contractors

- ❖ Keep records (29 CFR 13.25(a)).
 - Dates and amounts of paid sick leave used by employees
 - Copies of written response to employee requests to use paid sick leave
 - Records relating to certification or documentation of need for paid sick leave
 - Any records showing tracking or calculation of accrual or use of paid sick leave
 - Records of pay and benefits paid for use of paid sick leave and/or financial payments for unused paid sick leave
 - Records distinguishing between an employee's covered and non-covered work time
- ❖ Maintain confidentiality of medical records or records related to domestic violence, sexual assault, or stalking (including compliance with the ADA and GINA).
29 CFR 13.25(d)



Where Government Contracting Starts

Compliance Requirements

Posting of Notices

- ❖ Contractors and subcontracts must notify employees performing under the contract of the minimum wage rates and fringe benefits or post the wage determination.
- ❖ Posters can be downloaded from DOL
 - Service Contract Act: <https://www.dol.gov/agencies/whd/posters/government-contracts/sca>
Every employer performing work covered by the Walsh-Healey Public Contracts Act or the McNamara-O'Hara Service Contract Act (SCA) is required to post a notice of the compensation required (including, for service contracts, any applicable wage determination) in a prominent and accessible location at the worksite where it may be seen by all employees performing on the contract.
 - Davis-Bacon Poster: <https://www.dol.gov/agencies/whd/posters/dbra>
Every employer performing work covered by the labor standards of The Davis-Bacon and Related Acts shall post a notice (including any applicable wage determination) at the site of the work in a prominent and accessible place where it may be easily seen by employees.



Where Government Contracting Starts

Subcontractor Compliance

Applicability to Subcontractors

- ❖ If applicable to a prime contractor, labor standards also apply to subcontractor employees.
- ❖ Prime contractors are responsible for subcontractor compliance
- ❖ Prime contractor is jointly and severally liable with any subcontractor for any underpayments of the part of a subcontractor which could constitute a violation of the prime contract.
- ❖ Flow down the FAR clauses to subcontracts





Where Government Contracting Starts




Wage Determinations FAQs

Getting to know the DOL
WHD website

DBARA FAQs



Wage and Hour Division

Davis-Bacon and Related Acts (DBRA) Frequently Asked Questions

[Expand All](#) | [Collapse All](#)

- ▼ Davis-Bacon Wage Determinations
 - [What is a wage determination?](#)
 - [What is a general wage determination?](#)
 - [What is a project wage determination?](#)
 - [What are revisions to wage determinations?](#)
 - [When is a revised wage determination applicable to my project?](#)
- Obtaining Davis-Bacon Wage Determinations
- Prevailing Wage Rates
- Davis-Bacon Wage Surveys
- Appeal Process
- Contracting Agency Responsibilities

I. Davis-Bacon Wage Determinations



1. What is a wage determination?

A "wage determination" is the listing of wage rates and [fringe benefit rates](#) for each classification of laborers and mechanics which the Administrator of the Wage and Hour Division of the U.S. Department of Labor has determined to be prevailing in a given area for a particular type of construction (e.g., [building, heavy, highway, or residential](#)).


The [Wage and Hour Division](#) issues two types of wage determinations: [general determinations](#), also known as area determinations, and [project determinations](#). The term "wage determination" is defined as including not only the original decision but any subsequent decisions modifying, superseding, correcting, or otherwise changing the rates and scope of the original decision.

In accordance with the provisions of [29 CFR Part 1](#) and [Part 5](#), the wage rates and fringe benefits in the applicable Davis-Bacon wage determination shall be the minimum paid by contractors and subcontractors to laborers and mechanics on projects covered by the Davis-Bacon and Related Acts.

<https://www.dol.gov/agencies/whd/government-contracts/construction/faq>

SCA FAQs



Wage and Hour Division

Frequently Asked Questions Pertaining to the Issuance of Wage Determinations Under the McNamara-O'Hara Service Contract Act (SCA) of 1965, as Amended


On This Page

- [I. General](#)
- [II. Wage Determinations](#)
- [III. Wage Rates](#)
- [IV. Conformances](#)
- [V. Fringe Benefits: Vacation, Holidays, and Health & Welfare](#)
- [VI. Collective Bargaining Agreements \(CBAs\)](#)

The Service Contract Act applies to every contract entered into by the United States or the District of Columbia, the principal purpose of which is to furnish services in the United States through the use of service employees. Contractors and subcontractors performing on such Federal contracts must observe minimum wage and safety and health standards, and must maintain certain records, unless a specific exemption applies.


Every service employee performing any of the Government contract work under a service contract in excess of \$2,500 must be paid not less than the monetary wages, and must be furnished fringe benefits, which the Secretary of Labor has determined to be prevailing in the locality for the classification in which the employee is working or the wage rates and fringe benefits (including any accrued or prospective wage rates and fringe benefits) contained in a predecessor contractor's collective bargaining agreement. The wage rates and fringe benefits required are specified in the SCA wage determination included in the contract. If no wage determination has been made applicable to the contract, employees performing work under the contract must be paid not less than the federal minimum wage provided in section 6(a)(1) of the [Fair Labor Standards Act](#).

<https://www.dol.gov/agencies/whd/government-contracts/service-contracts/faq>



Where Government Contracting Starts

SCA FAQs



U.S. DEPARTMENT OF LABOR

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<https://www.dol.gov/general/topic/benefits-leave/govtcontracts>
<https://www.dol.gov/general/topic/benefits-leave/holiday>
<https://www.dol.gov/general/topic/benefits-leave/sickleave>

Holidays

Family and Medical Leave (FMLA)
Funeral Leave
Government Contracts
Holidays
Jury Duty
Personal Leave
Sick Leave
Vacations

The [Fair Labor Standards Act \(FLSA\)](#) does not require payment for time not worked, such as vacations or holidays (federal or otherwise). These benefits are generally a matter of agreement between an employer and an employee (or the employee's representative).

On a [government contract](#) to which the labor standards of the [McNamara O'Hara Service Contract Act \(SCA\)](#) apply, holiday and/or vacation fringe benefit requirements are stated in the SCA wage determinations in contracts that exceed \$2,500.

On a [government contract](#) to which the labor standards of the [Davis-Bacon and Related Acts](#) apply, holiday pay and/or vacation pay is required for specific classifications of workers only if the Davis-Bacon wage determination in the covered contract specifies such requirements for workers employed in those classifications.

Regulations on this Topic

[29 CFR Part 4.174](#) – Regulations on Meeting Requirements for Holiday Fringe Benefits for Federal Contracts Covered by the Service Contract Act



Where Government Contracting Starts

Federally Recognized Holidays



U.S. DEPARTMENT OF LABOR

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<https://www.dol.gov/general/topic/benefits-leave/govtcontracts>
<https://www.dol.gov/general/topic/benefits-leave/holiday>
<https://www.dol.gov/general/topic/benefits-leave/sickleave>

Holidays

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Where Government Contracting Starts

Workplace Posters

Wage and Hour Division ABOUT US | CONTACT US

TOPICS | WORKER RIGHTS | FOR EMPLOYERS | RESOURCES | INTERPRETIVE GUIDANCE | STATE LAWS | NEWS RELEASES



WHD > Workplace Posters

Workplace Posters


NOTICE: On March 14, 2025, President Trump issued Executive Order 14236, "Additional Rescissions of Harmful Executive Orders and Actions," (90 FR 13037), which revoked, among other items, Executive Order 14026 of April 27, 2021, "Increasing the Minimum Wage for Federal Contractors" (86 FR 22835). Pursuant to section 2(d) of Executive Order 14236, the Department of Labor is no longer enforcing Executive Order 14026 or the implementing rule (29 CFR part 23) and will take steps, including rescinding 29 CFR part 23, to implement and effectuate the revocation of Executive Order 14026.

Some of the statutes and regulations enforced by the Wage and Hour Division (WHD) require that posters or notices be posted in the workplace. Please note that posting requirements vary by statute; that is, not all employers are covered by each of the statutes administered by the WHD and thus may not be required to post a specific notice. For example, some small businesses may not be covered by the Family and Medical Leave Act and thus would not be subject to the Act's posting requirements. Please note that this page only contains information and links to federal WHD poster requirements only. For more information regarding other federal employment posters, please visit the Department's [Poster Elaws Advisor](#), [Poster Page](#) or [Poster Frequently Asked Questions](#). For state posting requirements, contact your [State Department of Labor](#).

To download any of these posters, please click on one of the links below. These posters and other WHD compliance assistance information may also be ordered through [WHD's Online Publication Ordering System](#).

<https://www.dol.gov/agencies/whd/posters>



Where Government Contracting Starts

Program Introduction

HOME | GETTING STARTED | EVENTS & TRAINING | TOOLS | NEWS | ABOUT

Answers to Common Questions

Our FAQ area has info on UEI, SAM, GSA, and other government contracting topics.

see our extensive FAQ

Are you new to government contracting?


Government contracting is a more complex, involved business process than what is usually found in the private sector.

ARE YOU READY
for government contracting? »

THE 10-STEP APPROACH
to government contracting »

- Free assistance with all aspects of government contracting, from cradle to grave (start to finish) for federal, state and local purchasing activity
- Free one-on-one appointments
- Free workshops (Special events and extended training session may have registration fees)
- The Alaska APEX is one of 96+ other APEX Accelerators across the US, Puerto Rico, & Guam

<https://apexalaska.org/>
<https://www.napex.us/>
<https://www.apexaccelerators.us/#/>



UAA Business Enterprise Institute

UNIVERSITY of ALASKA ANCHORAGE

The Alaska APEX is a program of the UAA Business Enterprise Institute and is funded in part through a cooperative agreement with the Department of Defense Office of Small Business Programs



Where Government Contracting Starts

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To request assistance, sign up here: <https://akapex.ecenterdirect.com/signup?reset=1>



How can the Alaska APEX help you?