



Denver Health

Prevailing Wage Overview

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- 1) Prevailing wage requirements are set forth in the City and County of Denver Ordinance, codified at Sec. 20-76 of the Denver Revised Municipal Code. It is the City's version of Davis- Bacon act (40 U.S.C., 276-a to 276-b). The Denver Health and Hospital Authority ("Denver Health"), in cooperation with the City and County of Denver (the "City"), follows the guidelines set forth by this Ordinance. This Ordinance shall be mandated and enforcement monitored by the Office of the Auditor (the "Auditor"). The City Career Service Authority establishes the rates and classification for prevailing wage.
- 2) Prevailing Wage covers any construction, alteration, improvement, repair, maintenance, or demolition project financed with or on behalf of Denver Health in the amount of \$2,000 or more.
- 3) Contractor or subcontractor, at any tier, must pay their employees working on Denver Health projects not less than the proper prevailing wage for the work classification. Employees performing work in more than one classification will be compensated at the appropriate rate for the work performed.
- 4) By ordinance, Denver Health and/or the Auditor's Office may withhold monies from the prime contractor if contractors do not adhere to prevailing wage compliance and certified payrolls are not submitted on a timely basis.
- 5) Contracts are subject to a yearly anniversary date. It shall be mandatory for the contractor and subcontractors to pay the current prevailing wage in effect on the contract anniversary date for any contracts with a period of performance exceeding one (1) year. The official anniversary date is the date that Denver Health signs the contract. Increases in prevailing wages that are subject to the yearly anniversary date will not result in any increased liability on the part of Denver Health and shall be the sole responsibility of the contractor.
- 6) All employees working on a Denver Health project are required to be paid on a weekly basis. Contractors and subcontractors shall submit certified payrolls for each workweek until work is completed. Hours reported on certified payrolls shall cover work performed on Denver Health projects. Off-site fabrication and any materials hauled to the job site are not covered by prevailing wage.
- 7) All contractors and subcontractors must pay overtime after 40 hours in a seven-day period. The rate is computed at one and one-half times the base rate of pay. Fringe benefits are not included in the computation of overtime. However, the fringe benefits are paid for all hours worked.
- 8) All contractors and subcontractors must pay fringe benefits (if shown on the wage determination) in cash or to an approved City program for each hour worked. Denver Health will review and approve bona fide fringe benefits and, if necessary, determine a value. Only bona fide fringes such as retirement plans, health insurance, vacations and holidays will be recognized.

- 9) Apprentices employed by any contractor must be registered in an apprenticeship program recognized by the Bureau of Apprenticeship and Training, United States Department of Labor. A current copy of this certificate must be submitted with the first certified payroll.
- 10) Subcontractors who consider themselves owner-operators (exempt from prevailing wages) must be able to document the following:
 1. They are performing the work themselves.
 2. They are performing the work themselves.
 3. They are properly licensed.
- 11) Denver Health may monitor the work classification by performing on-site inspections. Employees found working out of their classification must be paid at the proper classification.
- 12) Contractors are required to post at the site of the work, in a prominent and easily accessible place, the prevailing wages to be paid by the contractor and all subcontractors working under the contractor.

Should you have any questions regarding the DENVER HEALTH Prevailing Wage Program please contact:

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PREVAILING WAGE FORMS

Electronic Versions of the DENVER HEALTH Prevailing Wage Forms may be found on the Denver Health Web Site:
<http://DenverHealth.org/Engineering.aspx>