



## City of Irvine - Prevailing Wage Info

The City of Irvine is subject to the State of California prevailing wage laws as set forth in California Labor Code Section 1770 et seq.

### Prevailing Wage Info

The City reminds all contractors and subcontractors of the adoption of **SB 854** and subsequently, **SB 96**, and encourages them to understand and comply with the requirements as set forth on the Department of Industrial Relations (DIR) website at <http://www.dir.ca.gov/Public-Works/PublicWorks.html>. All contractors and subcontractors who plan to bid on a public works project when the project is for construction, alteration, demolition, installation, or repair work with a value exceeding \$25,000.00 must first be registered and pay an annual fee with the DIR. Additionally, all contractors and subcontractors who plan to bid on public works projects involving maintenance work with a value exceeding \$15,000.00 must first be registered and pay an annual fee with the DIR. The CITY requires all contractors and subcontractors to be registered with the DIR prior to submitting a bid meeting these parameters. Subject to the exceptions set forth in Labor Code Section 1725.5, bids from contractors that are not currently registered will be deemed nonresponsive. Further, the CITY will not award a contract to and no contractor or subcontractor will be allowed to work on a CITY public works project meeting these parameters unless they are registered with the DIR pursuant to Labor Code Section 1725.5. Please visit the DIR website for further information.

Some City projects are also subject to federal wage requirements. Therefore, it is important to review City of Irvine bid specifications and agreements carefully to determine the specific requirements of the project or service.

The contractor is responsible for determining the appropriate DIR classification for the various employees and subcontractors used for a particular project or service. The rates for each classification are posted on the DIR website at <http://www.dir.ca.gov/DIRdatabases.html>.

All contractors performing work for the City are responsible for abiding by all applicable prevailing wage laws, including maintaining DIR registration, uploading Certified Payroll Records to the DIR website, and furnishing the City with Certified Payroll Records upon request.



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## Frequently Asked Questions:

### What projects/work does prevailing wage apply to?

- Trades-related work such as electrical, painting, HVAC, plumbing and other construction projects
- Maintenance and repair work including landscape maintenance services
  - (Excludes custodial and security services)
- Certain professional service providers as listed below:
  - Surveyors
  - Operating Engineers
  - Field Soils Materials Testers
  - Building /Construction and Specialty Inspectors

### What is the dollar value threshold when the prevailing wage requirement begins to apply?

- >\$1,000 Per Project

### Who determines which worker classification(s) should be used on a project, the City or the Contractor?

- The Contractor is responsible for determining the appropriate classification of workers for each project. The contractor is also responsible for abiding by all applicable laws relating to prevailing wage requirements.

### Does the prevailing wage requirement apply to an individual tradesperson with a license and with no employees?

- Yes, any individual who is performing on-site trades work, regardless of owner operator status, must be paid the applicable prevailing wage for the craft performed.

### Does the prevailing wage requirement apply to a contractor's subcontractors?

- Yes



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### When is an apprenticeship program required?

- All public works contracts valued at \$30,000 or more carry an obligation to hire apprentices, unless the craft or trade does not require the use of apprentices, as indicated in the corresponding prevailing wage determination. This duty applies to all contractors and subcontractors on a project, even if their part of the project is less than \$30,000.
- The Division of Apprenticeship Standards (DAS) provides assistance to contractors who need to employ apprentices on public works projects and may grant exemptions to the requirement to hire apprentices.
- Contractors should refer to the DIR web site for more information at <http://www.dir.ca.gov>

### Do I need to provide Certified Payroll Records to the City?

- By law, contractors are obligated to maintain certified payroll records (CPRs) and provide them at the request of the awarding agency.
- For many City projects submission of weekly CPRs is required. For certain small projects (such as minor maintenance and repairs) the City does not require weekly submission. However, if the City has reason to believe that the contractor has violated the prevailing wage requirements law in any way, or if others report such a possible violation, then the City will require CPRs.