
Montgomery County Prevailing Wage Law Training



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Montgomery Prevailing Wage Ordinance

An Overview

What are Prevailing Wages?

Wages Established Once a Year by the Maryland Division of Labor and Industry - www.dlir.state.md.us/labor/prev.html

Wages Established for Each County

Applies to All Onsite Construction Work



Wages and Benefits

The Total Amount of Wages and Benefits must be paid to the employee or for his/ her benefit.

Wages must be paid to the employee on their paycheck

+

Benefits can be paid to any ERISA approved benefit plan

Medical Plan

Dental Plan

Pension Plan

Life Insurance

Disability Plan

Vision Coverage

OR

Added to the employees wages on the paycheck



Overtime

Overtime is paid for:

More than 10 hours worked in one day

More than 40 hours worked in one week

All Sunday work

All Holiday work



Overtime

Overtime Pay = 1.5 times the prevailing “wage” rate and 1 times the benefit rate

Example: Regular rate is \$15.00 per hour and \$8.00 in benefits

Overtime is \$30.50

$\$15.00$ (wages) $\times 1.5 = \$22.50 + \8.00 (benefits) =
 $\$30.50$



Employing Apprentices

Only actively enrolled apprentices may be employed on the project at the apprentice prevailing wage rate

Apprentices must be registered with the Maryland Apprenticeship and Training Council

Employee must be currently enrolled and attending appropriate classes

ALL contractors shall employ only competent workers and apprentices and may NOT employ and individual classified as a HELPER or TRAINEE.



On Site Visits and Interviews

On site visits conducted at least once a month

Verification that prevailing wage rates are posted on the jobsite

Posting of prevailing wage rates at each jobsite is required by County law



On Site Visits and Interviews

Randomly Interview workers on the project for proper work classification and pay rate.

Employees should be required
carry a recent paycheck stub with them

This information is cross referenced against the certified payrolls submitted.



Penalties

- \$10 per calendar day for late payroll submission- more than 14 days after close of payroll period.
- \$20 per worker per day for a wage underpayment (including an overtime underpayment or worker misclassification)
- \$50 per day for not posting prevailing wage rates



Forms & Certified Payrolls

Certified Payrolls are required to be submitted on all Montgomery County projects under this ordinance.

Forms: Certified Payroll

PW #17 (Fringe Benefit form),

Certified payrolls must be submitted through LCP Tracker (Web-based electronic submission of certified payrolls)

Payrolls MUST be submitted within 14 days after the end of each payroll period.