AASHTOWARE PROJECT CIVIL RIGHTS & LABOR™ (CRL)

Montana Department of Transportation (MDT)

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OWNERS, SALARIED SUPERVISORS, FOREMEN AND OTHER SALARIED EMPLOYEES
What wage rates must be paid to supervisory employees (foremen, superintendents, etc.) employed on a covered project? Do I report my salaried supervisors in CRL?

The wage rates for bona fide supervisory employees are not regulated under the Davis-Bacon and Related Acts because their duties are primarily administrative or executive in nature rather than those of laborers or mechanics.

However, such employees who devote more than 20 percent of their time during a workweek to mechanic or laborer duties are laborers and mechanics for the time so spent and must be paid at least the appropriate wage rates specified in the wage determination.

Employees who are bona fide executive, administrative, or professional employees as defined under the Fair Labor Standards Act at 29 CFR Part 541 are not covered by the Davis-Bacon Act.
Only **Salaried Employees** working in a Davis Bacon classification will be reported in CRL.
Report Project Classification hours, Total with Non-classification hours.

Weekly salary the employee normally receives.

The system calculates an hourly wage. This must meet or exceed the classification rate.
The system is verifying that a salaried person is at least making the Davis Bacon classification pay for the work being performed. In this case they are not.

Operator 3 Zone 1 = $29.41 + 10.40 cash fringe = $39.81 x 50 hours = $1990.50
Wage reported was $1600.00. A payroll modification must be made and the employee correctly compensated.
QUESTIONS?
AASHTOWARE SUPPORT
EMAIL

MDT AWPR CRL Support