



TO: Mayor and Council

FROM: Milton Dohoney, Jr., City Administrator

CC: Sara Higgins, Director of Operations
Atleen Kaur, City Attorney
Marti Praschan, CFO

SUBJECT: Prevailing Wage Compliance Report for 2024

DATE: March 30, 2025

This memorandum provides the third of five requested annual reports per City Council Resolution No. [R-22-240](#) detailing contractor compliance with the City's prevailing wage requirements, including the results of periodic on-site spot checks.

Background

The original direction from Council Resolution R-16-469 was to increase the awareness and enforcement of the City's existing policies surrounding the payment of prevailing wages on public improvement projects and verifying compliance on City contracts for which the payment of prevailing wage is required.

Per Council Resolution R-22-240, the City Administrator was directed to draft and implement a revised administrative policy that would require periodic, on-site spot checks of contractor compliance with prevailing wage requirements and to continue to provide an annual report to the City Council for the next five years detailing contractor compliance with the City's prevailing wage requirements. This report has been prepared to fulfill this requirement.

Results

During the 2024 construction season, City staff conducted periodic, on-site spot checks of contractor compliance with prevailing wage requirements. The periodic on-site checks were completed using wage rate interviews.

Wage rate interviews are interviews conducted by City representatives directly with the contractor's employees, in which they are asked what their hourly pay rate is, as well as what type of work they are performing (to verify their correct labor classification).

City staff also continued to require the submittal of certified payroll records for all applicable contracts throughout the 2024 construction season. The certified payroll records were compared to the corresponding wage rate interviews to further verify that the correct rates were being paid.

Certified Payroll information was reviewed for 18 contracts in 2024, which included all prime contractors and "first tier" subcontractors, resulting in 38 contractors in total. Based on staff review of the certified payroll records and wage rate interviews, there were 15 contractor violations. As of March 7, 2025, 13 violations have been resolved, leaving 2 violations still being addressed. The 2 violations left to address are related to deficient certified payrolls (payrolls received showing underpayment of employees).

Conclusion

For the 2024 construction season, City staff conducted wage rate interviews multiple times per project, throughout the duration of the construction season and addressed deficiencies as soon as possible.

City staff are still working with the contractors to resolve the remaining 2 violations related to deficient certified payrolls (payrolls received showing underpayment of employees for work completed).