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Understanding Prevailing Wage Determinations

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The information provided in these slides represent a very basic and general overview and do not take into consideration all methods in which a contractor might pay the fringe benefit portion of prevailing wage.



State of Delaware

*based on County

Classification	New Castle	Kent	Sussex
Asbestos Workers	\$27.64	37.58	39.20
Bricklayers	\$44.98	44.98	44.98
Truck Drivers	\$22.79	23.89	20.03



State of California – San Diego County

Classification	Rate	Health & Welfare	Pension	Vacation / Holiday	Training *	Other
Cement Mason Engineering Construction	\$26.57	\$6.10	\$5.95	\$2.50	\$.50	\$1.73

*Training MUST be paid to the Apprenticeship Council even if you are a non-union contractor

Non Union Contractors must pay employees \$42.85 for a rate of pay



State of Delaware

Occupational Code – Title	Rate	*Fringes
Elevator Mechanic	\$48.23	\$25.185

*Employer contributes 8% of regular hourly rate as vacation pay credit for employees with more than 5 years of service, and 6% for 6 months to 5 years of service.

PAID HOLIDAYS: New Years Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving, and Christmas Day.

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4

Union Contractors the vacation fringe is calculated as follows:

Employed 6 months to 5 years vacation fringe is equal to \$2.8938 per hour ($\$48.23 \times 6\%$)

Employed 5+ years – vacation fringe is equal to \$3.8584 per hour ($\$48.23 \times 8\%$)

8 paid holidays = \$1.484 (8 days x 8 hours = 64 hours x \$48.23 = \$3,086.72 divided by 2080 = \$1.484)

Non-Union Contractors:

Rate of pay equals \$73.415



Federal Wage Determination for State of New Jersey Project

*for U.S. National Park Service Contracts for forestry services

Occupational Code – Title	Rate
08340 – Tree Climber	\$15.26

All occupations receive the following benefits:

- Health & Welfare: \$3.71 per hour
- Vacation:
 - 2 weeks after 1 year
 - 3 weeks after 5 years
 - 4 weeks after 15 years
 - 5 weeks after 25 years
- Holidays: Minimum of 11 paid holidays per year

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5

Vacation Calculation:

1-4 years employment = 2 weeks: $\$0.59$ per hour (10 days x 8 hours = 80 hours x 15.26 = 1220.80 divided by 2080 hours)

5-14 years employment = 3 weeks: $\$0.88$ (15 days x 8 hours = 120 hours x 15.26 = 1831.20 divided by 2080)

15-24 years employment = 4 weeks: $\$1.17$ (20 days x 8 hours = 160 hours x 15.26 = 2441.60 divided by 2080 = 1.17)

25+ years employment = 5 weeks: $\$1.47$ (25 days x 8 hours = 200 hours x 15.26 = 3052.00 divided by 2080 = 1.47)

Holiday Calculation:

11 days x 8 hours = 88 hours x 15.26 = 1342.88 divided by 2080 = .65



Federal Wage Determination for State of New Jersey Project

*for U.S. National Park Service Contracts for forestry services

Occupational Code – Title	Rate	Fringes
08340 – Tree Climber (1-4 years)	\$15.26	4.95
08340 – Tree Climber (5-14 years)	\$15.26	5.24
08340 – Tree Climber (15-24 years)	\$15.26	5.53
08340 – Tree Climber (25+ years)	\$15.26	5.83

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6

Non-Union Contractors will pay employees

1-4 years - \$20.21

5-14 years - \$20.50

15-24 years - \$20.79

25+ years - \$21.09

