

# AUGUST 2018

# PREVAILING WAGE CHANGES

MORE INFORMATION IS AVAILABLE AT  
[LABOR.MO.GOV/PREVAILING-WAGE](http://LABOR.MO.GOV/PREVAILING-WAGE)

Legislation (HB 1729) passed by the Missouri General Assembly and signed by the Governor becomes effective August 28, 2018.



This new law makes several changes to Missouri's prevailing wage system.

## UNDER \$75,000

<<< \$75,000 >>>  
PROJECT COST

## ABOVE \$75,000

- Public works projects valued \$75,000 and under are not subject to the prevailing wage law.
- Public works projects valued less than \$10,000 are not subject to a competitive bidding process.

No project may be split up into smaller projects valued at less than \$75,000 to evade the requirement to pay prevailing wage or public works contracting minimum wage.

- Public works projects are subject to either prevailing wage or public works contracting minimum wage depending on whether 1,000 hours are reported (see below).
- Hours worked on holidays will be paid at twice the normal rate (including fringe benefits). Overtime hours will be paid at time and a half of the normal rate (including fringe benefits).
- Contractors may employ one "apprentice" or "entry-level" worker for each journeyman hired and pay them 50% of the pay (including fringe benefits) of a journeyman in their same occupational title.

## UNDER 1,000 HOURS

<<< 1,000 HOURS >>>  
FOR A SPECIFIC OCCUPATIONAL TITLE  
IN EACH COUNTY

## ABOVE 1,000 HOURS

- The public works contracting minimum wage of 120% of the average county wage will be used instead of the prevailing wage.

The list of occupational titles has been consolidated to 20. You may continue to use the same occupational titles to input your hours. The system will automatically sort this information into the correct titles set forth by statute.

- The prevailing wage rate shall be a weighted average of the total wage fringe benefit package of all journeyman hours submitted by contractors.
- Only hours reported by contractors on non-residential projects will be used to calculate the annual wage order.

HB 1729 Effective  
08/28/18

Last day to report  
2018 hours and data  
01/31/19

## IMPORTANT DATES

Initial wage order released.

30 day objection  
period begins  
03/10/19

Final wage order  
published by  
07/01/19

**CONTRACTOR'S WAGE SURVEYS MAY BE SUBMITTED BEGINNING SEPTEMBER 17, 2018.**