

U.S. Department of Labor

Wage and Hour Division  
Washington, D.C. 20210



March 12, 2021

Dan Hurtado  
Florida Department of Transportation  
Office of Construction – MS 31  
605 Suwannee Street  
Tallahassee, FL 32299-0450  
[wd.conformance@dot.state.fl.us](mailto:wd.conformance@dot.state.fl.us)

RE: Project/Contract No.: D519044B/G1F91  
Wage Decision No.: FL20190172-MOD-0  
Location: Lake County, FL  
WHD Number: FY21-1843

Dear Mr. Hurtado:

This is in response to your request proposing the addition of classification and wage rate to the above wage decision in accordance with 29 CFR 5.5(a)(1)(ii).

The proposed additional classification and wage rate is:

| <u>Proposed Classification</u> | <u>Proposed Hourly Rate</u> | <u>Fringe Benefits</u> |
|--------------------------------|-----------------------------|------------------------|
| Handrail Erector               | \$12.00                     | \$0.00                 |

The above conformed classification and wage rate is **approved** and shall be paid to all workers performing work in the classification under this contract from the first day work is performed.

Your request has been conformed consistent with All Agency Memorandum 213 (<https://beta.sam.gov/help/wage-determination-resources/all-agency-memos>) which describes the conformance process in detail and the basis on which your proposed rate was approved. Any requests for appeal of the conformance decision must be made within thirty (30) days from the date of this letter. If you have any questions or concerns regarding this conformance request, please contact Yuepeng (Mike) Yang via email at [yang.yuepeng@dol.gov](mailto:yang.yuepeng@dol.gov).

Sincerely,

For **RAY GAUT** Digitally signed by RAY GAUT  
Date: 2021.03.12 12:48:57  
+05'00'

Jennelle D. Bratcher  
Section Chief  
Branch of Construction Wage Determinations  
202-693-0804  
[bratcher.jennelle.d@dol.gov](mailto:bratcher.jennelle.d@dol.gov)



**FLORIDA DEPARTMENT OF TRANSPORTATION**

605 Suwannee Street

Tallahassee, FL 32399-0450

RON  
DeSANTIS

GOVERNOR

JEFFREY ESTEP  
ESTEP CONSTRUCTION, INC.  
820 S DUNCAN DR  
TAVARES, FL 32778

KEVIN J.  
THIBAUT,  
P.E.

SECRETARY

Wednesday, January 20, 2021

Dear JEFFREY ESTEP

|                                   |   |             |
|-----------------------------------|---|-------------|
| <b>Federal Aid Project Number</b> | : | D519-044-B  |
| <b>Financial Project Number</b>   | : | 43949315801 |
| <b>Contract Number</b>            | : | G1F91       |
| <b>County</b>                     | : | LAKE        |
| <b>Letting Date</b>               | : | 12/30/2019  |
| <b>Award Date</b>                 | : | 3/10/2020   |
| <b>Determination Number</b>       | : | FL20190172  |
| <b>Determination Date</b>         | : | 1/4/2019    |

In reply to your request submitted on January 18 2021, requesting wage rate(s). Your request has been sent with a copy of this letter to the U.S. Department of Labor (USDOL) for their review. USDOL will make a decision and inform FDOT of the result. You will be informed, by email, of their decision. Below are the suggested wage rate(s) and classification(s):

**INDRAIL ERECTOR** \$12.00

EMPLOYEE IS UNKNOWN AT THIS TIME

Sincerely  
Dan Hurtado, P.E.

Validated By: Ligia Benoit  
Prevailing Wage Rate Survey Coordinator  
(850) 414-4688

## ADDITIONAL CLASSIFICATION- REQUEST FORM

07/13

Date: 1/18/2021  
 Florida Department of Transportation  
 Office of Construction - M.S. 31  
 605 Suwannee Street  
 Tallahassee, Florida 32299-0450  
 Fax Number (850) 412-8021

|                       |                                     |               |                            |
|-----------------------|-------------------------------------|---------------|----------------------------|
| <b>Section 1:</b>     | <b>PRIME CONTRACTOR INFORMATION</b> |               |                            |
| <b>Company Name</b>   | ESTEP CONSTRUCTION, INC.            |               |                            |
| <b>Contact Person</b> | JEFFREY ESTEP                       |               |                            |
| <b>Address</b>        | 820 S DUNCAN DR FL, 32778           |               |                            |
| <b>Phone Number</b>   | (407-325-5998)                      | <b>E-Mail</b> | JEFF@ESTEPCONSTRUCTION.COM |

|                                 |                                   |                             |                         |
|---------------------------------|-----------------------------------|-----------------------------|-------------------------|
| <b>Section 2:</b>               | <b>CONTRACT INFORMATION</b>       |                             |                         |
| <b>Financial Project Number</b> | <b>Federal Aid Project Number</b> | <b>Contract Number</b>      | <b>County</b>           |
| 43949315801                     | D519-044-B                        | G1F91                       | LAKE                    |
| <b>Letting Date</b>             | <b>Award Date</b>                 | <b>General Decision No.</b> | <b>Publication Date</b> |
| 12/30/2019                      | 3/10/2020                         | FL20190172                  | 1/4/2019                |

|   |                               |                        |                      |
|---|-------------------------------|------------------------|----------------------|
| <b>Section 3:</b>   | <b>CLASSIFICATION REQUEST</b> |                        |                      |
| <b>Classification Title</b>   | HANDRAIL ERECTOR              |                        |                      |
| <b>Classification Description</b>   |                               |                        |                      |
| CONSTRUCTS POST FOUNDATIONS ERECTS POSTS AND STRUCTURES AND ATTACHES HAND RAIL. |                               |                        |                      |
| <b>Contractor Suggested Hourly Rate of Pay</b>                                  |                               |                        |                      |
| <b>Base Rate</b>  | <b>+</b>                      | <b>Fringe Benefits</b> | <b>= Hourly Rate</b> |
| 2.00  |                               | \$0.00                 | \$12.00              |

"General Decision Number: FL20190172 12/13/2019

Superseded General Decision Number: FL20180215

State: Florida

Construction Type: Highway

County: Lake County in Florida.

HIGHWAY CONSTRUCTION PROJECTS

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2019. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate, if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at www.dol.gov/whd/govcontracts.

| Modification Number | Publication Date |
|---------------------|------------------|
| 0                   | 01/04/2019       |
| 1                   | 12/13/2019       |

\* ELEC0915-004 12/01/2019

|                  | Rates    | Fringes  |
|------------------|----------|----------|
| ELECTRICIAN..... | \$ 30.01 | 39%+0.35 |

-----  
SUFL2013-033 08/19/2013

|   | Rates    | Fringes |
|---|----------|---------|
| CARPENTER, Includes Form Work....                                 | \$ 14.10 | 0.00    |
| CEMENT MASON/CONCRETE FINISHER...                                 | \$ 13.00 | 0.00    |
| FENCE ERECTOR.....  | \$ 10.23 | 0.00    |
| HIGHWAY/PARKING LOT STRIPING:<br>Operator (Striping Machine)..... | \$ 15.88 | 0.00    |
| HIGHWAY/PARKING LOT STRIPING:<br>Painter.....                     | \$ 12.13 | 0.00    |

|   |          |      |
|---|----------|------|
| IRONWORKER, ORNAMENTAL.....   | \$ 13.48 | 0.00 |
| IRONWORKER, REINFORCING.....  | \$ 16.28 | 0.00 |
| IRONWORKER, STRUCTURAL.....   | \$ 16.42 | 0.00 |
| LABORER (Traffic Control<br>Specialist).....                                    | \$ 11.61 | 0.00 |
| LABORER: Asphalt, Includes<br>Raker, Shoveler, Spreader and<br>Distributor..... | \$ 14.05 | 0.00 |
| LABORER: Common or General.....   | \$ 10.07 | 0.00 |
| LABORER: Flagger.....   | \$ 13.09 | 0.00 |
| LABORER: Grade Checker.....   | \$ 15.25 | 0.00 |
| LABORER: Mason Tender -<br>Cement/Concrete.....                                 | \$ 12.58 | 0.00 |
| LABORER: Pipelayer.....   | \$ 13.70 | 0.00 |
| OPERATOR:<br>Backhoe/Excavator/Trackhoe.....                                    | \$ 12.92 | 0.00 |
| OPERATOR: Bobcat/Skid<br>Steer/Skid Loader.....                                 | \$ 12.88 | 0.00 |
| OPERATOR: Broom/Sweeper.....  | \$ 12.91 | 0.00 |
| OPERATOR: Bulldozer.....  | \$ 15.22 | 0.00 |
| OPERATOR: Concrete Finishing<br>Machine.....                                    | \$ 15.44 | 0.00 |
| OPERATOR: Crane.....  | \$ 23.11 | 0.00 |
| OPERATOR: Curb Machine.....   | \$ 18.45 | 0.00 |
| OPERATOR: Drill.....  | \$ 13.04 | 0.00 |
| OPERATOR: Forklift.....   | \$ 10.43 | 0.00 |
| OPERATOR: Gradall.....  | \$ 14.71 | 0.00 |
| OPERATOR: Grader/Blade.....   | \$ 18.20 | 0.00 |
| OPERATOR: Loader.....   | \$ 13.16 | 0.30 |
| OPERATOR: Mechanic.....   | \$ 18.05 | 0.00 |
| OPERATOR: Milling Machine.....  | \$ 12.94 | 0.00 |
| OPERATOR: Oiler.....  | \$ 16.67 | 0.00 |
| OPERATOR: Paver (Asphalt,<br>Aggregate, and Concrete).....                      | \$ 14.91 | 0.00 |
| OPERATOR: Piledriver.....   | \$ 17.23 | 0.00 |
| OPERATOR: Post Driver<br>(Guardrail/Fences).....                                | \$ 15.97 | 0.00 |

|                                  |          |      |
|----------------------------------|----------|------|
| OPERATOR: Roller.....            | \$ 12.21 | 0.00 |
| OPERATOR: Scraper.....           | \$ 12.21 | 0.00 |
| OPERATOR: Screed.....            | \$ 14.24 | 0.00 |
| OPERATOR: Trencher.....          | \$ 14.25 | 0.00 |
| PAINTER: Spray.....              | \$ 19.57 | 0.00 |
| TRAFFIC SIGNALIZATION:           |          |      |
| Traffic Signal Installation..... | \$ 16.08 | 0.00 |
| TRUCK DRIVER: Dump Truck.....    | \$ 12.35 | 0.00 |
| TRUCK DRIVER: Flatbed Truck..... | \$ 14.28 | 0.00 |
| TRUCK DRIVER: Lowboy Truck.....  | \$ 15.89 | 0.00 |
| TRUCK DRIVER: Slurry Truck.....  | \$ 11.96 | 0.00 |
| TRUCK DRIVER: Water Truck.....   | \$ 13.29 | 0.00 |

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of ""identifiers"" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

### Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

### Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

### Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

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### WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
 Wage and Hour Division  
 U.S. Department of Labor  
 200 Constitution Avenue, N.W.  
 Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
 U.S. Department of Labor  
 200 Constitution Avenue, N.W.  
 Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
 U.S. Department of Labor  
 200 Constitution Avenue, N.W.  
 Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

=====

END OF GENERAL DECISION"



# EXHIBIT A

"General Decision Number: FL20190172 12/13/2019

Superseded General Decision Number: FL20180215

State: Florida

Construction Type: Highway

County: Lake County in Florida.

### HIGHWAY CONSTRUCTION PROJECTS

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.60 for calendar year 2019 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.60 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2019. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate, if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

|                     |                  |
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| 0                   | 01/04/2019       |
| 1                   | 12/13/2019       |

\* ELEC0915-004 12/01/2019

|                  | Rates    | Fringes  |
|------------------|----------|----------|
| ELECTRICIAN..... | \$ 30.01 | 39%+0.35 |

SUFL2013-033 08/19/2013

|                                   | Rates    | Fringes |
|-----------------------------------|----------|---------|
| CARPENTER, Includes Form Work.... | \$ 14.10 | 0.00    |
| CEMENT MASON/CONCRETE FINISHER... | \$ 13.00 | 0.00    |
| FENCE ERECTOR.....                | \$ 10.23 | 0.00    |
| HIGHWAY/PARKING LOT STRIPING:     |          |         |
| Operator (Striping Machine).....  | \$ 15.88 | 0.00    |

## HIGHWAY/PARKING LOT STRIPING:

|   |          |      |
|---|----------|------|
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determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

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Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

=====

END OF GENERAL DECISION"

## Contract Change Order

**Lake County  
 Department of Public Works  
 323 North Sinclair Avenue  
 Tavares, FL 32778**

Date: 05/07/20  
 Project No.: 2020-01  
 Location: CR 473 Sidewalk  
 FPN No: 439493-1-58-01  
 Change Order No.: 1

To: **Estep Construction, Inc.  
 PO Box 929  
 Apopka, FL 32704**

| YOU ARE HEREBY REQUESTED TO COMPLY WITH THE FOLLOWING CHANGES FOR THE AGREEMENT, PLANS AND SPECIFICATIONS |   |  |  |
|---|---|--|--|
| ITEM NO.  | DESCRIPTION IN CHANGES - QUANTITIES, UNITS, UNIT PRICES, CHANGE IN COMPLETION SCHEDULE, ETC.  | DECREASE IN CONTRACT PRICE               | INCREASE IN CONTRACT PRICE                               |
| 1   | New Davis Bacon Wage Rates which were effective on 12/13/19, prior to the bid opening .<br>This is a no cost, no additional contract time change order.<br><br><p style="text-align: center;"><b>Per attached Exhibit "A"</b></p> Change in contract price due to change order:<br>Total Decrease<br>Total Increase<br>Difference<br>Net-Increase/Decrease Contract Price | \$ -<br><br><br><br><br><br><br><br>\$ - | \$ -<br><br><br><br><br><br><br><br>\$ -<br>\$ -<br>\$ - |

The sum of \$ 0 is hereby **added to/subtracted from** the total agreement price, and the total adjusted agreement price to date thereby is \$798,617.00. This document shall become an amendment to the agreement and all other provisions of the agreement shall apply hereto.

Recommended by: \_\_\_\_\_  
 Frederick J. Schneider, P.E., Director, Dept. of Public Works

Date: \_\_\_\_\_

Accepted by: \_\_\_\_\_  
 Jeffrey Estep, President, Estep Construction, Inc.

Date: \_\_\_\_\_

Approved by: \_\_\_\_\_  
 Jeffrey Cole, County Manager

Date: \_\_\_\_\_