



2024 Prevailing Wage Results & Final Recommendations

*County Operations
Commissioners Court
December 9, 2024*

Samaniego v. Associated General Contractors of Texas, Highway, Heavy, Utilities & Industrial Branch (2023)

Applies to Heavy/Highway and Building Construction:

- Under Tex. Gov't Code § 2258.022(a), the County must determine prevailing wages in each worker classification by either:
 - (1) conducting a survey of local wages for similar work, or
 - (2) by adopting the prevailing wage rate set by the U.S. Department of Labor under the Davis-Bacon Act.
- The statute limits the County's discretion by requiring that the survey accurately reflects "prevailing wages" for the specific locality and worker classifications.
- Fringe benefits must be calculated based on the prevailing rate for contractors who provide them, rather than averaging benefits across all contractors, to ensure compliance with statutory requirements for accuracy in determining prevailing wages.

Settlement Agreement (2023): Heavy/Highway

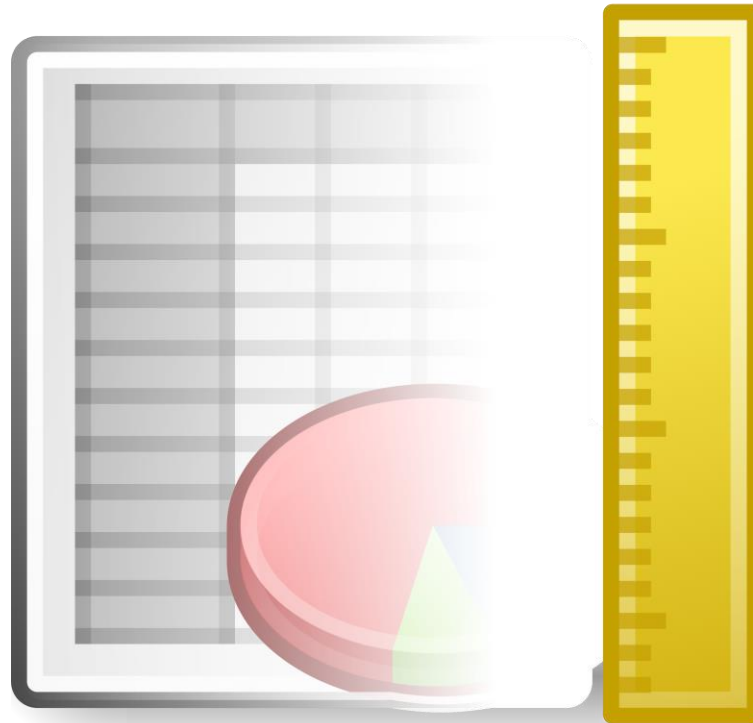
- **New Survey or Davis-Bacon:** The County will either conduct a new prevailing wage survey for heavy/highway construction in El Paso County or adopt the latest U.S. Department of Labor Davis-Bacon determinations within 15 months of the agreement, with a deadline of **December 25, 2024**.
- **AGC Notification:** The County will notify AGC of the new survey, and AGC will provide a list of contractors involved in heavy/highway construction during the survey period.
- **TxDOT Data Inclusion:** The County will include TxDOT in public information requests to local entities with public works projects during the survey period.
- **Fringe Benefits:** Fringe benefits will only be included in the survey results if provided to the majority of workers in a classification.
- **Copy to AGC:** The County will deliver a copy of the completed survey to AGC within 10 days of its adoption by the Commissioners Court.

*Final Job Classification Definitions**

- **2024 HEAVY AND HIGHWAY CONSTRUCTION DEFINITIONS (see attached)**
- **2024 BUILDING CONSTRUCTION DEFINITIONS (see attached)**

**As recommended by the Prevailing Wage Committee*


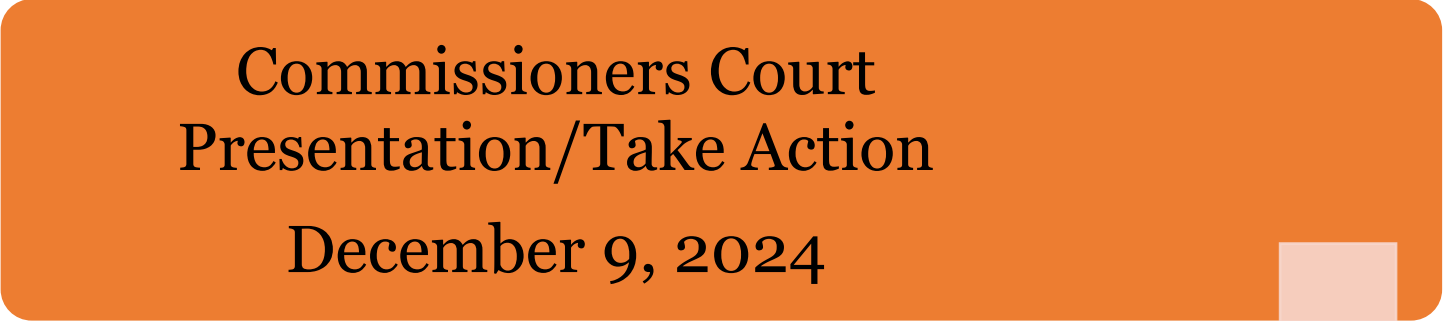
*Final Wage Rates Spreadsheet**





**As recommended by the Prevailing Wage Committee*

Next Steps

Commissioners Court
Presentation/Take Action
December 9, 2024



Wages Effective
December 9, 2024*



*For all bids using competitive bidding from this point forward.

Update County Webpage



Final Wage Recommendations to Commissioners Court

- **Heavy and Highway Construction Wage Recommendation:**

Approve and adopt the 2024 Prevailing Wage Rates and job definitions as presented for the Heavy and Highway Construction category.

- **Building Construction Wage Recommendation:**

Approve and adopt the 2024 Prevailing Wage Rates and job definitions as presented for the Building Construction category.



Questions & Discussion

