



portkc

REQUEST FOR PROPOSALS

Berkley Riverfront Fitness Court  
PORT KC

DATE OF ISSUANCE: September 13, 2017

## REQUEST FOR PROPOSALS Berkley Riverfront Fitness Court

### INTRODUCTION

The Port Authority of Kansas City, Missouri (“Port KC”) hereby requests proposals for an outdoor fitness court at Berkley Riverfront. The fitness court will be one of a growing number of first-class recreational amenities at Kansas City’s emerging waterfront mixed-use village. Port KC encourages creative selections and arrangements of exercise equipment and associated elements, which are to be attractive yet safe, suitable for both individual and group use, and consistent with the guidelines and specifications contained in ensuing sections of this document. The estimated approximate budget for the project is between \$65,000 and \$115,000. It is anticipated that selection of a preferred proposal will occur in October of 2017 and that work on improvements and installations will occur in Spring 2018.

### PORT KC BACKGROUND

Port KC’s mission is to foster the economic vitality of Kansas City, Missouri through transportation, trade, commerce, and development.

Port KC is a political subdivision of the State of Missouri created pursuant to Section 68.010 et seq., RSMo and chartered by the City of Kansas City, Missouri. Port KC is governed by a Board of Commissioners appointed by the mayor of Kansas City.

Port KC is granted broad governmental and business enterprise powers for the purpose of promoting economic development and job creation. The most important of these powers are:

- To acquire, own, construct, redevelop, lease, maintain, and conduct land reclamation, residential, commercial and mixed-use development, industrial parks, facilities, terminals, terminal facilities and any other type of port facility;
- To promote and expand inland and river port commercial throughput of cargo and freight;
- To identify and pursue redevelopment opportunities at blighted and historic preservation sites;
- To redevelop the Downtown Kansas City Riverfront to promote and develop new opportunities for residence, commerce and leisure; and
- To promote the full integration of multi-modal transportation assets to increase commercial opportunities locally, nationally and internationally.

Port KC’s statutory powers of issuing bonds, land reclamation, and the ability to enter into contracts to implement its development projects make it a unique and influential agency. Port KC has the flexibility to engage in a wide variety of strategic economic development projects that are vital to the economic progress of Kansas City.

## SCOPE OF WORK

### Overview

Proposals shall recommend a detailed package of thoughtfully curated outdoor exercise equipment and related elements to create a fitness activity court within the public park area at Berkley Riverfront, west of the recently completed sand volleyball courts (“Fitness Court(s)”). The Fitness Court is envisioned to be flexible enough to accommodate individuals as well as groups in an open, surfaced area, on clustered functional fitness and bodyweight-oriented equipment/apparatus, or some combination thereof. Contemplated activities for such a Fitness Court include, but are not limited to yoga, aerobics, ‘boot camps,’ and circuit strength training. Port KC also invites, but does not require, elements in proposals designed to attract and engage participants in innovative ways through mobile applications, scheduling tools, or other features, subject to the additional guidelines below. Additionally, proposals shall incorporate accessible and inclusive design allowing for a wide range of users. The following are applicable project guidelines and specifications:

- **Location:** See attached **Exhibit A** for planned approximate location.
- **Size, Shape & Arrangement:**
  - Between (approximately) 2,000 and 3,000 square feet in area.
  - The exact shape of the Fitness Court area is not predetermined; however, the arrangement should generally be a concentrated activity ‘node’ allowing users to move conveniently among its various elements (rather than consisting of stations dispersed along a trail/path).
- **Fitness Court Surface:**
  - Proposals should factor in material(s) to be used for the exercise surface, which may be either uniform or varied in different sections of the Fitness Court, or Fitness Courts. [For example, there may be one surface for a group fitness area and another for a strength training area. Or it may all be the same and integrated].
  - **Bidder must specify whether they would be directly providing the recommended/contemplated surface(s) or if Port KC would have to procure and install materials from another source.**
- **Fitness Equipment Considerations/Requirements:**
  - User Experience – The fitness equipment shall provide users with a variety of exercise opportunities that constitute a full body workout. Considerations should be made for a wide range of able-body and disabled users. It is the preference of Port KC to have the exercise opportunities designed with the assistance of a certified fitness professional.
  - Type – Port KC has not predetermined which specific pieces of exercise equipment/apparatus must be included to fulfill the strength training element of the request. Rather, a range of bodyweight or resistance training features will be considered. Proposals should not include free weight equipment.
  - Safety – All fitness equipment shall give users a safe and enjoyable experience. Any precautions shall be clear and visible on equipment signage or a separate

sign. All fitness equipment shall be free of finger pinch points. The equipment shall be organized on the courts to allow for safe use.

- Signage – Exercise signage for guidance on proper use and technique is preferred.
- Condition – All equipment to be proposed shall be new, not used or demonstration pieces, and be of the manufacturer's latest make and model.
- Materials and Finish – All painted, coated or treated surfaces shall specify the type and products used with color of equipment to be clearly shown on the graphic fitness images. Final color of the fitness equipment shall be determined by Port KC prior to placement of order. All equipment shall consist of heavy duty municipal park grade level materials with consideration given to challenges such as vandalism and graffiti removal. Proposals must account for the need for equipment to be securely attached for anti-theft and safety reasons.
- Maintenance Kit – A maintenance kit shall be provided to Port KC. The maintenance kit shall be a storage case equipped with hand tools necessary to undertake routine maintenance. The maintenance kit will also include an assortment of spare hardware/fasteners, equipment inventory, maintenance manual, and touch-up paint.
- **Project Controls:** The Professional shall be responsible for the following considerations and control measures assumed as part of the Scope of Work; however, Port KC acknowledges that some of the controls may not be applicable in the case of proposals requiring certain materials, improvements, or assembly/installation to be performed by other, separately procured Professionals/Contractors.
  - Please consult **Exhibit B**, which illustrates certain Existing Site Conditions in the planned project area. The site is a generally flat, grassy area with minimal trees/plantings. Although most or all of the planned site is believed to be clear of utilities and park irrigation lines, a utility locate must still be ordered by the Professional before any physical work begins onsite (but does not have to be done at the bid stage). Bidders are also encouraged to visit and visually examine the site prior to submitting a proposal. Rocks of various sizes have been found in the ground in proximity to the planned project area *below* a depth of approximately 1.5 feet. The Professional, by submitting a proposal, agrees not to submit any claim specific or otherwise for compensation of any kind due to any adverse site conditions.
  - Professional will meet or have a phone call with selected representative(s) of Port KC on a weekly basis, unless otherwise determined by Port KC, to review progress and discuss any significant issues affecting the project.
  - All debris resulting from the Professional's excavation or construction operation shall be removed from each installation site or work area the same day at the Professional's expense. No excess materials shall be dumped on public or private property or deposited into the storm drains or sewer. All materials removed shall be placed outside of the street rights-of-way, which shall be left with a clean and finished appearance.

- The Professional shall contact Port KC to determine the location of the irrigation system for Berkley Riverfront. Any damage to the system will be repaired by the Professional at no cost to Port KC.
  - The Professional must give written (or email) notice to and receive approval from Port KC to remove any trees in the project area.
  - A staging/lay-down and access/circulation plan will be required to be entered into with the selected Professional prior to any commencement of work. **This plan must include coordinating on known dates of events at Berkley Riverfront and the surrounding land and pavements, including regular league volleyball play immediately to the east of the subject site.** Professional shall provide safety fencing in the event that work activities, because of time or specific locations, pose risks to the general the public.
  - Professional will be responsible for grading and/or sodding, and otherwise returning any surrounding property that is disturbed during the course of the project to its previous condition. Such measures to re-establish ground cover on affected areas should be scheduled as seasonably appropriate. Sod rather than see must be used.
  - The Professional shall be responsible for construction staking of improvements and shall provide Port KC with a set of as-built drawings upon completion of work.
  - The Professional shall develop an erosion control or SWPPP plan if required for construction activities and provide and maintain all necessary erosion control devices until surface restoration has been completed and growth established. Once Port KC deems surface restoration complete, Professional will be required to remove and properly dispose of off-site all such devices and materials.
  - The planned project area is also within a US Army Corps of Engineers' Critical Area, being within 500 feet of a Missouri River levee. As such, the Professional is responsible for complying with any applicable requirements available through the following link:  
<http://www.nwk.usace.army.mil/Missions/Engineering-Division/Geotechnical-Branch/Geotechnical-Design-and-Dam-Safety/>.
  - Professional shall be responsible for applications and any steps necessary to obtain, as well as complete payment for, any/all required permits, including but not limited to, traffic control permits, and site/land disturbance permits.
- **Changes and Alterations:** Professionals taking issue with the Scope of Work or wishing to add to or delete from the "Scope of Work" may do so only by quoting the defined Scope of Work, then submitting an add, alternate or delete statement clearly stating exactly what they propose to add or delete and how that add, alternate or delete will change the base price. No proposal will be accepted that does not comply with this format or the defined Scope of Work. Port KC reserves the right to amend, consolidate, expand, cancel, delete, or request additional consulting services for one or more of the project's Scope of Work activities if Port KC deems that such activity is advantageous to Port KC and the successful completion of the project.

## TIMELINE AND GROUND RULES

### Anticipated Timeline

- September 13, 2017: RFP Issuance
- September 28, 2017: Pre-submittal meeting/conference call
- October 10, 2017: Deadline for questions submittal
- October 24, 2017 at 3 p.m.: RFP submittal deadline and bid opening
- October 30, 2017: Selection of preferred proposal and initiate contracts
- November 2017: Begin procurement for any work or project components not included in but required by selected fitness court proposal (such as site work or assembly)
- December 2017: Port KC Board approval of substantial form contract(s) for selected proposal(s)
- January 2018: Finalize and sign contracts
- March/April 2018: Begin site work and installations
- May 31, 2018: Improvements are expected to be completed by the end of May 2018.

### Questions

Any questions should be submitted to [info@portkc.com](mailto:info@portkc.com) before **October 10, 2017 at 4:00pm Central Standard Time**. Interested bidders shall not contact individual Port KC staff members before proposals are due. Rather, unless otherwise specified, any and all inquiries must be directed to [info@portkc.com](mailto:info@portkc.com). Such questions will then be routed from [info@portkc.com](mailto:info@portkc.com) to the appropriate Port KC staff member(s) without further action by the inquirer. Failure to follow this procedure may result in a Professional's disqualification. A response will be generated promptly, with a goal of within one to two (1-2) business days of receipt of email. All questions and answers will be posted anonymously on the Port KC Website. The Professional understands and agrees that Port KC shall have no financial responsibility for any costs or losses incurred as a result of proposer responding to this RFP. Port KC reserves the right to reject any and all proposals submitted, and to accept portions of any one proposal.

### Pre-Submittal Meeting

On **September 28, 2017 at 3:00 pm** Central Standard Time, an informational meeting and conference call for all interested bidders will be held at the Port KC offices located at 300 Wyandotte Street, Suite 100, Kansas City, Missouri 64105 at which project plans and relevant questions from attendees will be discussed by Port KC and their representatives. A site visit to the planned project location may follow the in-office meeting. Attendance at this meeting by those who plan to submit a bid for this project is encouraged but not required. Those who cannot attend in person may participate via conference call by dialing (816) 559-3758 (no PIN/access code is required). If you have any difficulties joining the conference line, please immediately send an email to [info@portkc.com](mailto:info@portkc.com) and also call Port KC's main line at (816) 559-3750 to ask for assistance.

### Submittal

Submission of three (3) sealed proposals and one (1) electronic format (USB or CD/DVD disc) will be accepted by Port KC at its offices located at 300 Wyandotte Street, Suite 100, Kansas

City, Missouri 64105, until **October 24, 2017 at 3:00 PM** Central Standard Time. No fax or email proposals will be accepted.

### Cost Proposal and Budget

The anticipated budget for this project is between \$65,000 and \$115,000. If proposals require certain elements (site work, ground-surface coverings, etc.) to be procured separately by Port KC at additional cost, then a reasonable estimate of such additional costs should be included by the Bidder and the total projected costs should not exceed \$115,000.

### Evaluation Criteria

All proposals will be evaluated based on their completeness, Professional's experience and capacity to perform the work, quality of proposed system, the total estimated fees and expenses, maintenance requirements and warranty, and demonstrated understanding of the unique site.

### **RESPONSE FORMAT**

All proposals should include the following information:

1. A title page with the company's complete legal name and the name under which the company is doing business if different from the legal name, address, telephone number, contact person including title and email address.
2. An introduction letter summarizing the company's background, resume of key personnel, resources and relevant experience.
  - a. Examples of relevant past projects.
  - b. List of at least three professional references.
3. Proposed scope of work – Explain how you will meet the stated objectives of the RFP.
  - a. Explain the vision for Berkley Riverfront's fitness courts and the use of the allowable space.
  - b. Explain the proposed court's means of engagement with a wide range of users.
  - c. Detailed site plan with proposed specific layout, to scale.
  - d. Detailed product information for proposed equipment (including brand, model #s, summary of functionality, photos, optional colors) and other court features, including any proposed signage types and locations.
4. Cost estimate for the project including the following:
  - a. Detailed equipment cost (each piece itemized and total package costs).
  - b. Detailed cost of any fitness court surface materials or other features, including any additional cost of user engagement related elements.
  - c. Detailed costs of any other proposed elements.
  - d. Detailed costs of site work proposed to be provided by bidder.
    - i. Estimates of any site work or other project elements required but *not* proposed to be included directly by bidder should also be provided.
  - e. Line item for Administration/Management/Overhead expenses
  - f. Prices proposed are to be all inclusive; therefore, include all labor, material, tools, equipment, transportation, fuel, supervision, disposal fees, incidentals, and any other items required for provision of the complete scope of services must be

captured in the cost estimate. Greater detail in such breakdowns is preferred to less detail.

- g. Total delivery cost
  - i. Prices proposed are to be all inclusive; therefore, include all labor, material, tools, equipment, transportation, fuel, supervision, disposal fees, incidentals, and any other items required for provision of the complete scope of services must be captured in the cost estimate. Greater detail in such breakdowns is preferred to less detail.
  - ii. If proposals require certain elements (site work, ground-surface coverings, etc.) to be procured separately by Port KC at additional cost, then a reasonable estimate of such additional costs should be included as a note in the Bid cost section.
- 5. Proposed project timeline/and project management plan

## PORT KC POLICIES AND STATUTORY REQUIREMENTS

**Participation In A Federal Work Authorization Program** - Section 285.530.2, RSMO requires that as condition for the award of any contract in excess of five thousand dollars the business entity shall, by sworn affidavit and provision of documentation, affirm its enrollment and participation in a federal work authorization program with respect to the employees working in connection with the contracted services. This requirement will be incorporated into the final contract for the potential bid winner, and any potential bid winner's failure to sign the affidavit of compliance may result in revocation of the award.

**Affirmative Action Policy** - Port KC encourages participation by companies who have been certified as a Minority Business Enterprise ("MBE") or Women's Business Enterprise ("WBE") by the City of Kansas City, Missouri Human Relations Department. The company would be required to comply with Port KC's Affirmative Action Policy should the contract amount exceed \$117,000.00 (except for personal service contracts). A copy of Port KC's Affirmative Action Policy can be viewed at this link to the Port KC website:

<http://portkc.com/wp-content/uploads/2016/03/Affirmative-Action-Policy.pdf>.

**Prevailing Wage** - The Prevailing Wage Law (Section 290.250, RSMo) requires that on every construction project in the state that is for the public use or benefit, or uses local funds, not less than the prevailing hourly rate of wages, as set out in the attached wage order and made part of this specification for work, shall be paid to all workers performing under contract. See attached Wage Order 24 – Jackson County.

**Payment Bond** - Section 107.170, RSMo requires that for any public works contract in excess of \$50,000.00, Professionals for such work must furnish the public entity (Port KC) with a payment bond equal to the value of all anticipated labor and payment costs for the project. This will be required of Professionals for public works projects in excess of \$50,000.00, and any potential bid winner's failure to provide a payment bond may result in revocation of the award.

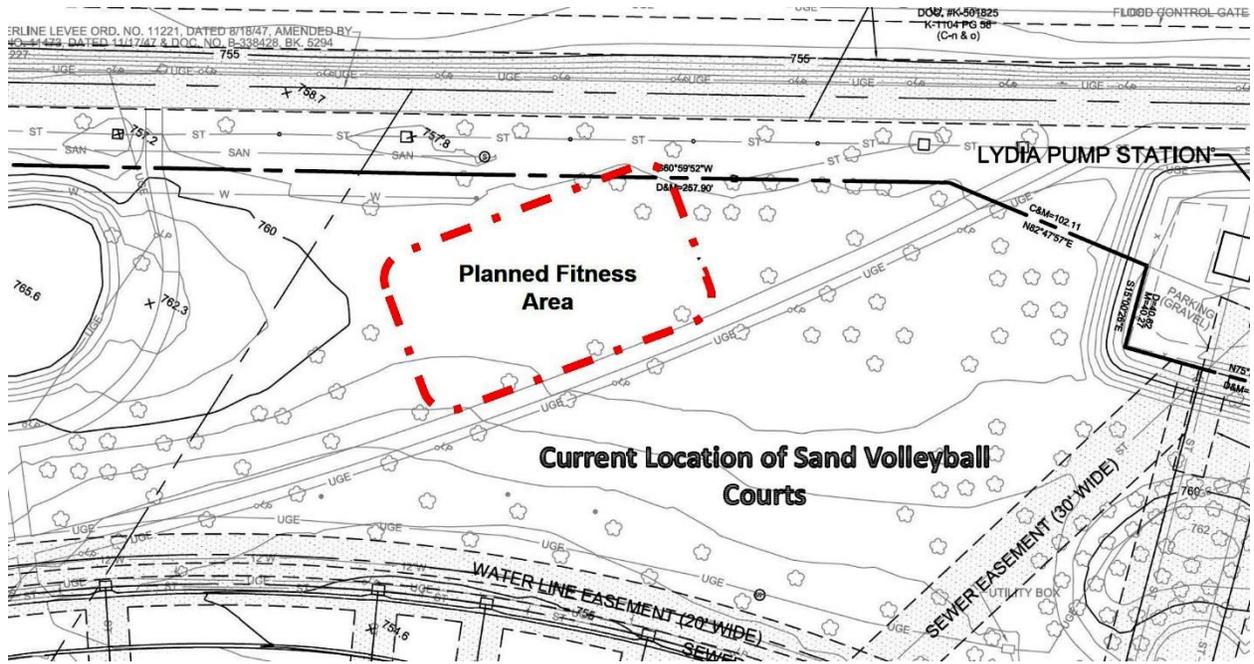
**Insurance** - Proposal selection may also be conditioned on the selected Professional meeting any statutory insurance requirements, including but not limited to workers' compensation. Port KC may require proof of insurance carried by the selected Professional.

***This proposal is subject to Port KC Board of Commissioners' approval and may be cancelled at any time.***

**EXHIBIT A – Project Location**



## EXHIBIT B – Existing Site Conditions



# Missouri

## Division of Labor Standards

WAGE AND HOUR SECTION



ERIC R. GREITENS, Governor

## Annual Wage Order No. 24

Section 048

**JACKSON COUNTY**

In accordance with Section 290.262 RSMo 2000, within thirty (30) days after a certified copy of this Annual Wage Order has been filed with the Secretary of State as indicated below, any person who may be affected by this Annual Wage Order may object by filing an objection in triplicate with the Labor and Industrial Relations Commission, P.O. Box 599, Jefferson City, MO 65102-0599. Such objections must set forth in writing the specific grounds of objection. Each objection shall certify that a copy has been furnished to the Division of Labor Standards, P.O. Box 449, Jefferson City, MO 65102-0449 pursuant to 8 CSR 20-5.010(1). A certified copy of the Annual Wage Order has been filed with the Secretary of State of Missouri.

Original Signed by

Tammy Cavender  
Acting Department Director  
Division of Labor Standards

This Is A True And Accurate Copy Which Was Filed With The Secretary of State: **March 10, 2017**

Last Date Objections May Be Filed: **April 10, 2017**

**Prepared by Missouri Department of Labor and Industrial Relations**

OCCUPATIONAL TITLE	** Date of Increase	*	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Asbestos Worker (H & F) Insulator			\$36.97	52	53	\$25.45
Boilermaker	6/17		\$36.56	57	7	\$29.13
Bricklayer and Stone Mason	6/17		\$34.74	58	39	\$19.29
Carpenter	6/17		\$37.73	63	68	\$16.85
Cement Mason	6/17		\$31.52	65	4	\$19.06
Communication Technician			\$34.50	47	72	\$21.43
Electrician (Inside Wireman)			\$37.31	13	72	\$17.77 + 10%
Electrician (Outside-Line Construction/Lineman)			\$42.87	125	65	\$5.25 + 34.5%
Lineman Operator			\$39.62	125	65	\$5.25 + 34.5%
Groundman			\$27.63	125	65	\$5.25 + 34.5%
Elevator Constructor		a	\$45.49	26	54	\$33.235
Glazier	6/17		\$33.97	88	32	\$18.25
Ironworker	6/17		\$32.65	50	4	\$29.05
Laborer (Building):						
General	6/17		\$27.70	30	4	\$15.90
First Semi-Skilled	6/17		\$28.10	30	4	\$15.90
Second Semi-Skilled	6/17		\$28.50	30	4	\$15.90
Lather			USE CARPENTER RATE			
Linoleum Layer and Cutter	6/17		\$35.39	46	67	\$16.85
Marble Mason	6/17		\$35.16	25	4	\$14.11
Marble Finisher	6/17		\$24.58	25	4	\$8.92
Millwright			USE CARPENTER RATE			
Operating Engineer						
Group I			\$38.44	85	4	\$16.02
Group II			\$37.63	85	4	\$16.02
Group III			\$32.08	85	4	\$16.02
Group III-A			\$36.29	85	4	\$16.02
Group IV						
Group V			\$33.68	85	4	\$16.02
Painter	6/17		\$29.34	37	4	\$16.86
Pipe Fitter	6/17		\$44.48	2	33	\$21.15
Plasterer	6/17		\$31.79	68	4	\$17.01
Plumber	6/17		\$43.80	45	33	\$21.64
Pile Driver			USE CARPENTER RATE			
Roofer \ Waterproofer	6/17		\$32.55	95	2	\$18.09
Sheet Metal Worker			\$40.20	17	22	\$21.71
Sprinkler Fitter - Fire Protection			\$36.74	14	4	\$19.62
Terrazzo Worker	6/17		\$35.16	25	4	\$14.11
Terrazzo Finisher	6/17		\$24.58	25	4	\$8.92
Tile Setter	6/17		\$35.16	25	4	\$14.11
Tile Finisher	6/17		\$24.58	25	4	\$8.92
Traffic Control Service Driver			\$15.35	48	49	\$2.71
Truck Driver-Teamster						
Group I			\$30.09	100	4	\$10.90
Group II			\$30.09	100	4	\$10.90
Group III			\$30.29	100	4	\$10.90
Group IV			\$30.29	100	4	\$10.90

Fringe Benefit Percentage is of the Basic Hourly Rate

\*\*Annual Incremental Increase



**REPLACEMENT PAGE  
JACKSON COUNTY  
BUILDING CONSTRUCTION - OVERTIME SCHEDULE**

**FED:** Minimum requirement per Fair Labor Standards Act means time and one-half (1 ½) shall be paid for all work in excess of forty (40) hours per work week.

**NO. 2:** Means the maximum of eight (8) hours shall constitute a day's work beginning at 8:00 a.m. to 12:00 noon, 12:30 p.m. to 4:30 p.m. The maximum work week shall be forty (40) hours beginning Monday at 8:00 a.m. and ending Friday at 4:30 p.m. Because of traffic, parking or other circumstances, the hours of work on any project may be any continuous 8½ hours period (8 hours of work plus 30 minutes for lunch) between 7:00 a.m. and 4:30 p.m. When circumstances warrant and when it is mutually beneficial and agreed to, the Employer may institute a work week consisting of four (4) consecutive ten (10) hour days, between the hours of 7:00 a.m. and 6:00 p.m. Monday through Thursday, with one-half (½) hour allowed for a lunch period each day. Friday may be used as a make-up day. After ten (10) hours in a workday, or forty (40) hours in a workweek, overtime shall be paid at a rate of one and one-half (1½) times the regular rate of pay. Overtime performed Monday through Saturday shall be paid at the rate of one and one-half (1½) times the regular rate of pay. Sundays and recognized holidays shall be paid at the double (2) time rate of pay. Labor Day shall be paid at triple (3) time. Shift work may be performed at the option of the Contractor. However, whenever shift work is performed it must cover a period not less than (5) consecutive working days. The day shift shall work a regular eight (8) hours shift as outlined above. Employees working a second shift shall receive an additional \$0.25 above the regular hourly rate and perform seven and one-half (7½) hours work for eight (8) hours pay. Third shift employees shall be paid an additional \$0.50 above the regular hourly rate and work seven (7) hours for eight (8) hours pay. In the event a first shift is not required, a second and third shift employee shall receive an additional 15% of the base rate and receive pay for actual hours worked.

**NO. 13:** Means a regular workday shall consist of eight (8) hours between 8:00 a.m. and 4:30 p.m. Forty (40) hours, within five (5) days -- Monday through Friday inclusive -- shall constitute the regular workweek. The Employer may alter the above stated hours by two (2) hours for an early starting and quitting time only, not to exceed eight (8) hours of work in any one day. When job conditions dictate and as required by the customer, the Employer shall be allowed to establish a four (4) day, ten (10) hour per day work week. This work week is defined as Monday through Thursday, with a Friday make-up day. The normal work day under a ten (10) hour four (4) day work week shall be from 7:00 a.m. to 6:00 p.m., with a one hour starting variance. The make-up day of Friday shall be instituted for specific reasons such as loss of production due to weather and/or holidays. All hours worked in excess of ten (10) hours per day or forty (40) hours per week or hours worked outside the normal work week shall be paid at the applicable overtime rate. The first four (4) hours of overtime after the normal workday, each day Monday through Friday and the first ten (10) hours of overtime on Saturdays shall be paid for at one and one-half (1½) times the regular straight time rate of pay. All other work performed outside of the regularly scheduled working hours and outside of the first ten (10) hours worked on Saturdays shall be paid for at double (2) the regular straight time rate of pay. Sundays and the recognized holidays shall be paid for at double (2) the regular straight time rate of pay, if worked. When so elected by the contractor, multiple shifts of at least five (5) days duration may be worked. When two (2) or three (3) shifts are worked: The first shift (day shift) shall be worked between the hours of 8:00 a.m. and 4:30 p.m. Workmen on the "day shift" shall receive eight (8) hours pay at the regular hourly rate for eight (8) hours work. The second shift (swing shift) shall be worked between the hours of 4:30 p.m. and 12:30 a.m. Workmen on the "swing shift" shall receive eight (8) hours pay at the regular hourly rate plus 10% for seven and one-half (7 ½) hours work. The third shift (graveyard shift) shall be worked between the hours of 12:30 a.m. and 8:00 a.m. Workmen on the "graveyard shift" shall receive eight (8) hours pay at the regular hourly rate plus 15% for seven (7) hours work. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the "shift" hourly rate.

**NO. 14:** Means eight (8) hours per day shall constitute a day's work. The regular starting time shall be 8:00 a.m., and the regular quitting time shall be 4:30 p.m.; lunch time shall be twelve (12) o'clock noon to 12:30 p.m. The regular starting time may, by mutual consent of employees on the job site, and the employer, be between 7:00 a.m. and 9:00 a.m. with appropriate adjustments made to the regular quitting time and lunch time. All time worked before the regular starting time and after the regular quitting time, Monday through Friday, shall be paid at the rate of time and one-half (1½). Four (4) days at ten (10) hours a day may be worked at straight time. All work commencing with the beginning of the established work day on Saturday shall be paid at the rate of time and one-half (1½). All work commencing with the beginning of the established work day on Sundays and/or Holidays shall be paid at the rate of double (2) time.

**REPLACEMENT PAGE  
JACKSON COUNTY  
BUILDING CONSTRUCTION - OVERTIME SCHEDULE**

**NO. 17:** Means the regular working day shall consist of eight (8) hours of labor between 7:00 a.m. and 3:30 p.m. and the regular work week shall consist of five (5) consecutive eight (8) hour days of labor beginning on Monday and ending with Friday of each week. All full-time or part-time labor performed during such hours shall be recognized as regular working hours and paid for at the regular hourly rate. Except as otherwise provided, all work performed outside of regular working hours during the regular work week, shall be at double (2) times the regular rate. Working hours may be varied by two (2) hours. When circumstances warrant and when it is mutually beneficial and agreed to by interested parties, the Employer may institute a work week consisting of four (4) consecutive ten (10) hour days, between the hours of five (5) a.m. and six (6) p.m., Monday through Thursday, with one-half (1/2) hour allowed for a lunch period each day. Friday may be used as a make-up day. The make-up day will be voluntary, and a decision not to work may not be held against the employee. When working four (4) ten (10) hour day's overtime will be paid at the time and one-half (1½) rate for the eleventh (11<sup>th</sup>) and twelfth (12<sup>th</sup>) hour, all other work will be paid at the double (2) time rate of pay. The first two (2) hours of overtime, Monday through Friday, and the first eight (8) hours on Saturday shall be at time and one-half (1½) for all work. All other overtime shall be at double (2) time. The first two (2) hours of overtime must be concurrent with the regular work day; two (2) hours prior to or following the regular work day are at time and one-half (1½). The regular workday (as previously defined) on Saturday is paid at time and one-half (1½). Work performed outside of the regular Saturday work day is at double (2) time. All work performed on recognized holidays, or days locally observed as such, and Sundays shall be paid at the double (2) time rate of pay.

**NO. 25:** Means regular working hours of eight (8) hours shall constitute a working day between the hours of 8:00 a.m. to 4:30 p.m. in a forty (40) hour working week of Monday through Friday. Employment on Saturday, Sunday and legal holidays, and employment before or after the regular working hours shall be considered overtime. Employment on Saturday, Sunday and legal holidays shall be paid for at twice (2) the regular hourly rate. Employment from 4:30 p.m. to 12:00 midnight, Monday through Friday, shall be paid for at one and one-half (1½) times the regular hourly rate. From 12:00 midnight until 8:00 a.m. on any day shall be paid for at twice (2) the regular hourly rate.

**NO. 26:** Means that the regular working day shall consist of eight (8) hours worked between 6:00 a.m., and 5:00 p.m., five (5) days per week, Monday to Friday, inclusive. Hours of work at each jobsite shall be those established by the general contractor and worked by the majority of trades. (The above working hours may be changed by mutual agreement). Work performed on Construction Work on Saturdays, Sundays and before and after the regular working day on Monday to Friday, inclusive, shall be classified as overtime, and paid for at double (2) the rate of single time. The employer may establish hours worked on a jobsite for a four (4) ten (10) hour day work week at straight time pay for construction work; the regular working day shall consist of ten (10) hours worked consecutively, between 6:00 a.m. and 6:00 p.m., four (4) days per week, Monday to Thursday, inclusive. Any work performed on Friday, Saturday, Sunday and holidays, and before and after the regular working day on Monday to Thursday where a four (4) ten (10) hour day workweek has been established, will be paid at two times (2) the single time rate of pay. The rate of pay for all work performed on holidays shall be at two times (2) the single time rate of pay.

**NO. 30:** Means Monday through Sunday shall constitute the work week. Regular starting time shall be 8:00 A.M., except when the work week is scheduled as a week with starting time advanced or delayed. Starting time may be advanced or delayed by the employer up to two (2) hours from the regular starting time. Eight (8) hours shall constitute the work day. All work performed prior to or after the regular eight (8) hour work day, as described above, and all work performed on Saturday shall be paid at time and one-half (1½) the regular rate. In the event that a scheduled eight (8) hour work day is missed (not to include holidays) because of events out of the control of the contractor, then that missed work day may be made up at straight time the following Saturday. It is recognized that not all employees working on a Saturday make-up day will have worked the same number of hours during the regular work week. It is further recognized that any work after the forty (40) hours in a week must be paid at time and one-half (1½). Saturday make-up day shall not be used to make up for time lost due to recognized holidays. The employer may establish a 4-10's schedule on projects (4 days with 10 hours per day). If using a 4-10's schedule, a Friday make-up day is allowed. If using a 4 (10) schedule, any work more than ten (10) hours in a day or forty (40) hours in a work week shall be paid at the time and one-half (1½) rate. Friday make-up day shall not be used to make up for time lost due to recognized holidays. All work performed on Sundays or holidays shall be paid at the double (2) time rate.

**REPLACEMENT PAGE  
JACKSON COUNTY  
BUILDING CONSTRUCTION - OVERTIME SCHEDULE**

**NO. 37:** The Employer may choose, at his discretion, to work five eight hour days or four ten hour days with a Friday make-up day, Monday through Friday at straight time. Overtime shall be paid after eight (8) hours when working "five eights" and after ten hours when working "four tens". All work performed on Sundays and recognized holidays shall be paid for at the rate of double (2) time. All Saturday work shall be paid for at the rate of time and one-half (1½) the regular wage rate. All night work during the regular work week other than the above-mentioned days shall be paid for at the rate of time and one-half (1½) the regular wage scale until midnight and double (2) time after midnight except make-up time will be allowed under the following condition: In the event of inclement weather on exterior projects which prevents working the full regular eight (8) hour day, forty (40) hour work week schedule, a Saturday make-up day can be granted. Then said work on Saturday shall be paid at the straight time rate of pay up to a maximum total of forty (40) hours per week.

**NO. 45:** Means eight (8) hours shall constitute a day's work, beginning at 8:00 a.m. and ending at 4:30 p.m. The regular work week shall be forty (40) hours, beginning Monday, 8:00 a.m. and ending at 4:30 p.m. Friday. Because of traffic, parking and other circumstances, the hours of work on any project may begin as early as 6:00 a.m. with eight (8) hours worked between 6:00 a.m. and 4:30 p.m. When circumstances warrant and when it is mutually beneficial and agreed to, the employer may institute a work week consisting of four (4) consecutive ten (10) hour days, between the hours of 7:00 a.m. and 6:00 p.m., Monday through Thursday. Friday may be used as a make-up day. After ten (10) hours in a workday, or forty (40) hours in a workweek, overtime shall be paid at a rate of one and one-half (1½) times the regular rate of pay. All overtime Monday through Saturday shall be paid at the rate of time and one-half (1½) the regular rate of pay. Sunday and recognized holidays shall be paid at double (2) time. Labor Day shall be paid at triple (3) time. Shift work may be performed at the option of the Contractor. However, whenever shift work is performed it must cover a period not less than (5) consecutive working days. The day shift shall work a regular eight (8) hours shift as outlined above. The hourly rate for second shift (seven and one-half hours worked for eight hours paid) shall be twenty-five cents (\$0.25) over and above the hourly rate. The hourly rate for third shift (seven hours worked, eight hours paid) shall be fifty cents (\$0.50) above the hourly rate. If no first shift is worked, second and third shift employees shall receive an additional fifteen percent (15%) over and above the hourly rate for actual hours worked.

**NO. 46:** Means the regular work day shall be eight (8) hours from 6:00 a.m. to 6:30 p.m. Starting time may be between 6:00 a.m. and 10:00 a.m. The regular work week shall be forty (40) hours, beginning between 6:00 a.m. and 10:00 a.m. on Monday and ending between 2:30 p.m. and 6:30 p.m. on Friday. All hours in excess of the regular work day and work week shall be considered overtime. Overtime on days recognized as regular work days and on Saturday shall be paid for at the rate of time and one-half (1½) the regular rate. Sunday and recognized holidays shall be paid for at the rate of double time (2) for time worked. The Employer may establish a work week consisting of four (4) days, Monday through Thursday, each day consisting of ten (10) hours at straight time rate of pay. The 4-10's must run for a period of at least four (4) days.

**NO 47:** Means a regular workday shall consist of eight (8) hours between 6:00 a.m. and 6:30 p.m. Forty (40) hours, within five (5) days -- Monday through Friday or Tuesday through Saturday inclusive -- shall constitute the regular workweek. The Employer may alter the above stated hours by two (2) hours for an early starting and quitting time only, not to exceed eight (8) hours of work in any one day. The Employer shall be allowed to establish a four (4) day, ten (10) hour per day work week. This work week is defined as Monday through Thursday, with a Friday make-up day. The normal work day under a ten (10) hour four (4) day work week shall be from 7:00 a.m. to 6:00 p.m. All hours worked in excess of ten (10) hours per day or forty (40) hours per week or hours worked outside the normal work week shall be paid at the applicable overtime rate. The first four (4) hours of overtime after the normal workday, each day Monday through Friday and the first ten (10) hours of overtime on Saturdays shall be paid for at one and one-half (1½) times the regular straight time rate of pay. All other work performed outside of the regularly scheduled working hours and outside of the first ten (10) hours worked on Saturdays shall be paid for at double (2) the regular straight time rate of pay. Sundays and the recognized holidays shall be paid for at double (2) the regular straight time rate of pay, if worked. When so elected by the contractor, multiple shifts of at least five (5) days duration may be worked. When two (2) or three (3) shifts are worked: The first shift (day shift) shall be worked between the hours of 8:00 a.m. and 4:30 p.m. Workmen on the "day shift" shall receive eight (8) hours pay at the regular hourly rate for eight (8) hours work. The second shift (swing shift) shall be worked between the hours of 4:30 p.m. and 12:30 a.m. Workmen on the "swing shift" shall receive eight (8) hours pay at the regular hourly rate plus 10% for seven and one-half (7 ½) hours work. The third shift (graveyard shift) shall be worked between the hours of 12:30 a.m. and 8:00 a.m. Workmen on the "graveyard shift" shall receive eight (8) hours pay at the regular hourly rate plus 15% for seven (7) hours work. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half (1½) times the "shift" hourly rate.

**REPLACEMENT PAGE  
JACKSON COUNTY  
BUILDING CONSTRUCTION - OVERTIME SCHEDULE**

**NO. 48:** Means the regularly scheduled work week shall be five (5) consecutive days, Monday through Friday or Tuesday through Saturday. Eight (8) hours shall constitute a day's work. Starting time shall not be earlier than 7:00 a.m. nor later than 10:00 a.m. Forty (40) hours shall constitute a week's work. Overtime at the rate of time and one-half (1½) will be paid for all work in excess of forty (40) hours in any one work week. On the Monday through Friday schedule, all work performed on Saturday will be time and one-half (1½) unless time has been lost during the week, in which case Saturday will be a make up day to the extent of the lost time. On the Tuesday through Saturday schedule, all work performed on Monday will be time and one-half (1½) unless time has been lost during the week, in which case Monday will be a make-up day to the extent of the lost time. Any work performed on Sunday will be double (2) time. If employees work on any of the recognized holidays, they shall be paid time and one-half (1½) their regular rate of pay for all hours worked.

**NO. 50:** Means eight (8) hours constitute a normal day's work Monday through Friday. Any time worked over eight (8) hours will normally be paid at time and one-half (1½) except for exclusions stated in some following additional sentences. The Employer, at his discretion, may start the work day between 6:00 a.m. and 9:00 a.m. Any schedule chosen shall be started at the beginning of the work week (Monday) and used for at least five days. Work may be scheduled on a four (4) days a week (Monday through Thursday) at ten (10) hours a day schedule. If such a schedule is employed, then Friday may be used as a make-up day when time is lost due to inclement weather. Time and one-half (1½) shall be paid for any work in excess of eight (8) hours in any regular work day Monday through Friday unless working 4-10's, then time and one-half (1½) after ten (10) hours. All work performed on Saturday will be time and one-half (1½). Double (2) time shall be paid for all work on Sundays and recognized holidays.

**NO. 52:** Means the regular workweek shall consist of five (5) eight (8) hour days, Monday through Friday. The regular workday shall consist of an eight (8) hour period, to be worked between the agreed upon starting time and ending no later than 4:30 p.m. The agreed upon starting time shall be any time between the hours of 6:00 a.m. and 8:00 a.m. The option exists for the employer to use a four (4) day, ten (10) hour work week. Days worked shall be Monday through Thursday or Tuesday through Friday. If the job requires men on duty all five (5) days, then part of the crew may work the first four (4) days and the remainder of the crew may work the last four (4) days. Hours each day shall be from 7:00 a.m. to 5:30 p.m. Interested parties on the project must agree to this clause before it may be used. Once this clause has been put into effect, it shall remain as long as the majority of the Employees on the project and the Employer agree to keep it. The four (4) day clause shall not be used to circumvent a Holiday. Except as otherwise provided, all work performed outside the regular working hours and performed during the regular work week (Monday through Friday) shall be at the following rates of pay:

Holidays-New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, Christmas Day (or days observed as such) shall be recognized as Holidays that shall be paid at two (2) times the regular rate of pay.

Labor Day-No work shall be performed on Labor Day except in special cases of emergency. Rate of pay shall be at three (3) times the regular rate of pay.

Overtime-Work performed outside of the regular work day (the regular work day shall consist of an eight (8) hour period, to be worked between the agreed upon starting time and ending not later than 4:30 p.m. The agreed upon starting time shall be any time between the hours of 6:00 a.m. and 8:00 a.m., by mutual consent of the interested party's.), shall be:

- A. Hours worked Monday through Friday, the first two (2) hours of overtime will be paid at time and one-half (1½). All other overtime will be paid at the double (2) time rate.
- B. The first ten (10) hours worked on Saturday will be paid at time and one-half (1½), with all other hours to be paid at the double (2) time rate.
- C. Sundays and Holidays (except Labor Day) shall be paid at the double (2) time rate.

**REPLACEMENT PAGE  
JACKSON COUNTY  
BUILDING CONSTRUCTION - OVERTIME SCHEDULE**

**NO. 57:** Means eight (8) hours per day shall constitute a day's work and forty (40) hours per week, Monday through Friday, shall constitute a week's work. The regular starting time shall be 8:00 a.m. If a second or third shift is used, the regular starting time of the second shift shall be 4:30 p.m. and the regular starting period for the third shift shall be 12:30 a.m. These times may be adjusted by the employer. The day shift shall work a regular eight (8) hours shift as outlined above. Employees working a second shift shall receive an additional \$0.25 above the regular hourly rate and perform seven and one-half (7½) hours work for eight (8) hours pay. Third shift employees shall be paid an additional \$0.50 above the regular hourly rate and work seven (7) hours for eight (8) hours pay. When circumstances warrant, the Employer may change the regular workweek to four (4) ten-hour days at the regular time rate of pay. All time worked before and after the established workday of eight (8) hours, Monday through Friday, and all time worked on Saturday shall be paid at the rate of time and one-half (1½) except in cases where work is part of an employee's regular Friday shift. All time worked on Sunday and recognized holidays shall be paid at the double (2) time rate of pay except in cases where work is part of an employee's previous day's shift. For all overtime hours worked \$27.76 of the fringe benefits portion of the prevailing wage shall be paid at the same overtime rate at which the cash portion of the prevailing wage is to be paid. The remaining \$1.37 of the fringe benefit portion of the prevailing wage may be paid at straight time.

**NO. 58:** Means eight (8) consecutive hours, between 6:00 a.m. and 5:30 p.m., shall constitute a day's work. Five (5) days work, Monday through Friday, shall constitute a normal work week. Work performed in excess of eight (8) hours per day or eight hours beyond normal starting time for that project excluding lunch Monday through Friday, and all work performed on Saturday, shall be paid for the rate of time and one-half (1½). When Sundays and recognized holidays are worked, the worker(s) shall be paid at the rate of double (2) time. Work may be scheduled on a four (4) days a week (Monday through Thursday) at ten (10) hours a day schedule at straight time. A Friday make-up day is available if time is lost due to inclement weather and at least sixteen (16) hours, but not more than thirty (30) hours, were worked during the week.

**NO. 63:** Means eight (8) hours shall constitute the regular work day between time that may be advanced or delayed by two (2) hours on either side of 8:00 AM. The Employer may establish a work week consisting of four (4) days, Monday through Thursday, each day consisting of ten (10) hours straight time. The four (4) tens (10s) must run for a period of at least four (4) days, Monday through Thursday. All work on Friday on a four (4) tens (10) project will be paid at the rate of time and one-half (1½). All work performed on Saturday shall be paid at time and one-half (1½). All work performed on Sundays and recognized holidays must be paid at double (2) time. All work performed prior to or after the regular eight (8) hour work day, or ten (10) hour work day, as described above shall be paid at time and one-half (1½) the regular rate.

**NO. 65:** Means Monday through Sunday shall constitute the work week. Regular starting time shall be 8:00 a.m., with one half hour for lunch between three and one-half (3½) and five (5) hours after starting time. The starting time may be advanced by two (2) hours or delayed one (1) hour by the employer from the regular starting time. All work performed before the advanced starting time and during the half hour lunch shall be paid at the overtime rate of time and one-half (1½). Work performed outside these hours shall be paid at the overtime rate of time and one-half (1½), except as provided otherwise below. All work performed on Sundays or recognized holidays shall be paid at the double (2) time rate. When the start time is delayed past 9:00 a.m., the employee's pay shall start at 9:00 a.m. and all time, after the normal quitting time (5:30 p.m.), shall be paid at the overtime rate. Eight (8) hours shall constitute the work day. All work performed prior to or after the regular eight (8) hour work day, as described above, and all work performed on Saturday shall be paid at time and one-half (1½) the regular rate. In the event that a scheduled eight (8) hour work day is missed (not including recognized holidays) because of inclement weather, then that missed work day may be made up at straight time on the following Saturday. It is recognized that not all employees working on a Saturday make-up day will have worked the same number of hours during the regular work week. It is further recognized that any work after forty (40) hours must be paid at time and one-half (1½). The employer may establish a 4-10's schedule on projects (4 days with 10 hours per day at straight time). In order to use the 4-10's schedule, the employer must schedule the 4-10's for a minimum of one (1) week. If using a 4-10's schedule, a Friday make-up day is allowed.

**REPLACEMENT PAGE  
JACKSON COUNTY  
BUILDING CONSTRUCTION - OVERTIME SCHEDULE**

**NO. 68:** Means Monday through Sunday shall constitute the work week. Regular starting time shall be 8:00 a.m., with one half hour for lunch between three and one-half and five hours after starting time. The starting time may be advanced or delayed by the employer up to one hour from the regular starting time. All work performed before the advance starting time and during the half hour lunch shall be paid at the overtime rate of time and one-half (1½). Work performed outside these hours shall be paid at the overtime rate of time and one-half (1½), except as provided otherwise below. All work performed on Sundays or holidays shall be paid at the double (2) time rate. Eight (8) hours shall constitute the work day. All work performed prior to or after the regular eight (8) hour work day, as described above, and all work performed on Saturday shall be paid at time and one-half (1½) the regular rate, except as hereinafter described. In the event that a scheduled eight (8) hour work day is missed (not including recognized holidays) because of inclement weather, then that missed work day may be made up at straight time on the Saturday in the week of the pay period. It is recognized that not all employees working on a Saturday make-up day will have worked the same number of hours during the regular work week. It is further recognized that any work after forty (40) hours must be paid at time and one-half (1½). The employer may establish a 4-10's schedule on projects (4 days with 10 hours per day at straight time). In order to use the 4-10's schedule, the employer must schedule the 4-10's for a minimum of one (1) week. If using a 4-10's schedule, a Friday make-up day is allowed.

**NO. 85:** Means the work week shall be Monday through Sunday. Eight (8) hours shall constitute a day's work to begin between 6:00 a.m. and 9:00 a.m. and end between 2:30 p.m. to 5:30 p.m. Employees required to work during their lunch period shall receive the overtime rate. Employees shall receive time and one-half (1½) for all time they are required to work prior to their normal starting time or after eight (8) hours or normal quitting time Monday through Friday, or all day on Saturday. If an Employer has started the work week on a five day, eight hours a day schedule, and due to inclement weather misses any time, then he may switch to a nine or ten hours a day schedule, at straight time, for the remainder of that work week in order to make up for the lost time (10-hour make-up day). All work over ten (10) hours a day or over forty (40) hours a week must be paid at time & one-half (1½). Sundays and recognized holidays shall be paid at the double (2) time rate of pay. A contractor may alter the regular work week to four (4) ten (10) hour days at straight time rate of pay. To do this the scheduled 4-10's must be worked at least one full week and the regular workweek shall be Monday through Thursday with Friday being a make-up day at straight time for days missed in the regular workweek due to inclement weather. If 5-8's are being worked, Saturday may be used as a make-up day at straight time if inclement weather prevents work during the normal work week.

**NO. 88:** Means the regular work week shall consist of five (5) eight (8) hour days, 7:00 a.m. to 3:30 p.m., Monday through Friday, except when the work week is scheduled as a 4-10's week or as a week with start time advanced or delayed as described below. The starting time may be advanced or delayed by one hour on either side of 7:00 a.m. The advanced or delayed starting time must run for a period of at least five (5) days. The Employer may establish a work week consisting of four (4) days, during the regular work week, each day consisting of ten (10) hours at straight time. The 4-10's must run for a period of at least four (4) days. Time and one-half (1½) shall be paid for any work in excess of eight (8) hours in any regular work day Monday through Friday (or ten hours in a 4-10's week), the first eight (8) hours of a Saturday, and it shall be at time and one-half (1½) for the Friday and Saturday following Thanksgiving. Double (2) time shall be paid for the following time worked on Sunday, New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day, as well as any work in excess of eight (8) hours on a Saturday and the Saturday of a three-day weekend (except the Saturday following Thanksgiving).

**NO. 95:** Means a regular workday shall consist of eight and one-half (8½) hours elapsed time, including one-half hour for lunch. The crew starting times shall be flexible within the period of daylight to 8:00 a.m. Any work performed over ten (10) hours of elapsed time per day including one-half hour for lunch and/or any work performed over forty (40) hours at the straight time rate in one week shall be paid at time and one-half (1½) the straight time rate. Saturday shall be a voluntary make-up day at straight time at the discretion of the contractor and with the consent of the employees. Sunday and recognized holidays shall be paid for at double (2) time.

**REPLACEMENT PAGE  
JACKSON COUNTY  
BUILDING CONSTRUCTION - OVERTIME SCHEDULE**

**NO. 100:** Means eight (8) hours shall constitute a day's work, and five (5) continuous eight-hour days shall constitute a week's work, Monday through Friday. Time and one-half ( $1\frac{1}{2}$ ) the regular hourly rate shall be paid for all work performed in excess of eight (8) hours in any one day or forty (40) hours in any one week. Starting time shall be between 6:00 a.m. and 9:00 a.m. All work over eight (8) hours in a regular 5-day 8-hour schedule shall be at the appropriate overtime rate. All time worked before the regular scheduled starting time shall be paid for at the rate of time and one-half ( $1\frac{1}{2}$ ) and shall not apply to regular shift. All time worked after eight (8) hours in any one day or after 5:30 p.m., whichever comes first, shall be paid at the time and one-half ( $1\frac{1}{2}$ ) rate. An Employer, at his option, may elect to work four (4) ten (10) hour days, Monday through Thursday, at straight time. All such work must be done at least one week in duration. All work over ten (10) hours in one day or forty (40) hours in a week shall be at the overtime rate. Any employee who is scheduled to work on any regular work day but is prevented from working because of weather conditions, shall be permitted to work on Saturday (Friday if working 4-10's) as a make-up day at the straight time rate of pay. When an employee is required to work on any recognized holiday they shall receive the double (2) time rate for all time that they are required to perform work. All time worked from 12:00 Midnight Saturday to 12:00 Midnight Sunday shall be paid for at the rate of double (2) time on single shift.

**NO. 125:** Eight (8) hours of work between the hours of 8:00 a.m. and 4:30 p.m. shall constitute a work day. Forty (40) hours within the five (5) days, Monday through Friday inclusive, shall constitute the work week. Starting time may be adjusted not to exceed two (2) hours. Work performed outside of the aforementioned will be paid at the applicable overtime rate. When starting time has been adjusted, all other provisions concerning the work day shall be adjusted accordingly. The overtime rate of pay shall be one and one-half ( $1\frac{1}{2}$ ) times the regular rate of wages, other than on Sundays, holidays and from Midnight until 6:00 a.m., which will be paid at double (2) the straight time rate.

## JACKSON COUNTY HOLIDAY SCHEDULE – BUILDING CONSTRUCTION

**NO. 2:** All work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, or the days observed as such, shall be paid at the double time rate of pay.

**NO. 4:** All work done on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas Day shall be paid at the double time rate of pay. If any of the above holidays fall on Sunday, Monday will be observed as the recognized holiday. If any of the above holidays fall on Saturday, Friday will be observed as the recognized holiday and holidays falling on Sunday will be observed on the following Monday.

**NO. 7:** The following days are assigned days and are recognized as holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday, it shall be observed on the preceding Friday. No work shall be performed on Labor Day except in case of jeopardy to work under construction. This is applied to protect Labor Day. When a holiday falls during the normal workweek, Monday through Friday, it shall be counted as eight (8) hours toward the forty (40) hour week. However, no reimbursement for these eight (8) hours is to be paid to the workman unless worked. If workman are required to work the above enumerated holidays or days observed as such, or on Sunday, they shall receive double (2) the regular rate of pay for such work.

**NO. 22:** All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, or days locally observed as such, and Sunday shall be recognized as holidays. If a holiday falls on Saturday, Friday shall be observed; if it falls on Sunday, Monday shall be observed. All work performed on holidays shall be paid at the double (2) time rate of pay.

**NO. 32:** All work performed for the Friday and Saturday following Thanksgiving shall be paid at the time and one-half (1½) rate of pay. All work performed on Sundays, New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day shall be paid at the double (2) time rate of pay. When one of the above holidays falls on Sunday, the following Monday shall be observed and when one of the above holidays falls on Saturday, the preceding Friday shall be observed.

**NO. 33:** All work done on New Year's Day, Memorial Day, Fourth of July, Thanksgiving Day and Christmas Day shall be paid at the double time rate of pay. Labor Day shall be paid at the triple (3) time rate of pay. If the holiday falls on Sunday, the following Monday will be observed; if the holiday falls on Saturday, the preceding Friday will be observed.

**NO. 39:** No work shall be done on the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas. Any of these holidays falling on Sunday, the following Monday shall be a holiday, and any of these holidays falling on Saturday, the preceding Friday shall be a holiday.

**NO. 49:** The following days shall be observed as legal holidays: New Year's Day, Decoration Day, July 4th, Labor Day, Thanksgiving Day, Christmas Day, Employee's birthday and two (2) personal days. The observance of one (1) of the personal days to be limited to the time between December 1 and March 1 of the following year. If any of these holidays fall on Sunday, the following Monday will be observed as the holiday and if any of these holidays fall on Saturday, the preceding Friday will be observed as the holiday. If employees work on any of these holidays they shall be paid time & one-half (1½) their regular rate of pay for all hours worked.

**NO. 53:** All work done on New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, Christmas Day or days observed as such for these holidays shall be paid at the double (2) time rate of pay. No work shall be performed on Labor Day except in special cases of emergency, and then the rate of pay shall be at three (3) times the regular rate of pay. When a holiday falls on a Sunday, the following Monday shall be observed as the holiday. When a holiday falls on Saturday, the preceding Friday shall be observed as the holiday.

**NO. 54:** All work performed on New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, and Christmas Day shall be paid at the double (2) time rate of pay. When a holiday falls on Saturday, it shall be observed on Friday. When a holiday falls on Sunday, it shall be observed on Monday.

**JACKSON COUNTY  
HOLIDAY SCHEDULE – BUILDING CONSTRUCTION**

**NO. 65:** Work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, or days celebrated as such, shall be paid at the double time rate of pay. If the holiday falls on Saturday, it will be observed on Friday; if the holiday falls on Sunday, it will be observed on Monday, and shall be paid for at double (2) the regular straight time rate of pay.

**NO. 67:** All work performed on New Year's Day, Memorial Day, Christmas Day, Fourth of July and Thanksgiving Day, from midnight to midnight, shall be paid for at the rate of double time (2) the basic rate of pay if required to work in addition to any other pay otherwise required hereunder as holiday pay. Positively no work shall be performed on Labor Day. Martin Luther King's Birthday, Veteran's Day, and the day after Thanksgiving Day shall be considered optional holidays, and if the Employer and employees agree that work will be performed on that day, no premium pay will be required. Should any of the above holidays fall on Saturday, the holiday will be observed on Friday. Should any of the above holidays fall on Sunday, the holiday will be observed on Monday.

**NO. 68:** All work performed on New Year's Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Thanksgiving Day, Christmas Day, or days observed as such, shall be paid at the rate of double (2) time. When a holiday falls on a Saturday, Friday shall be observed. When a holiday falls on a Sunday, Monday shall be observed. No work shall be performed on the Fourth of July or Labor Day except to save life or property. Where one of the holidays specified falls or is observed during the work week, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½).

**NO. 72:** All work performed on New Year's Day, Memorial Day (last Monday in May), Independence Day, Labor Day, Thanksgiving Day and Christmas Day shall be paid for at double (2) the regular straight time rate of pay. Any one of the above listed holidays falling on Sunday shall be observed on the following Monday and paid for at double (2) the regular straight time rate of pay, if worked. Any one of the above listed holidays falling on Saturday shall be observed on the prior Friday and paid for at double (2) the regular straight time rate of pay, if worked. No work shall be performed on Labor Day except in case of emergency.

OCCUPATIONAL TITLE	* Date of Increase	Basic Hourly Rates	Over-Time Schedule	Holiday Schedule	Total Fringe Benefits
Carpenter	6/17	\$37.73	1	17	\$16.85
Cement Mason		\$31.50	3	2	\$16.77
Electrician (Outside-Line Construction/Lineman)		\$42.87	18	24	\$5.25 + 34.5%
Lineman Operator		\$39.62	18	24	\$5.25 + 34.5%
Lineman - Tree Trimmer		\$22.51	31	30	\$5.50 + 28%
Groundman		\$27.63	18	24	\$5.25 + 34.5%
Groundman - Tree Trimmer		\$18.21	31	30	\$5.50 + 28%
Laborer					
General Laborer	6/17	\$29.58	3	2	\$15.23
Skilled Laborer	6/17	\$30.79	3	2	\$15.23
Millwright	6/17	\$37.73	1	17	\$16.85
Operating Engineer					
Group I	6/17	\$36.17	3	2	\$16.84
Group II	6/17	\$35.13	3	2	\$16.84
Group III	6/17	\$35.13	3	2	\$16.84
Group IV	6/17	\$30.66	3	2	\$16.84
Oiler-Driver	6/17	\$34.01	3	2	\$16.84
Pile Driver	6/17	\$37.73	1	17	\$16.85
Traffic Control Service Driver		\$29.14	FED		\$14.77
Truck Driver-Teamster					
Group I	6/17	\$31.49	3	2	\$14.85
Group II	6/17	\$31.49	3	2	\$14.85
Group III	6/17	\$31.49	3	2	\$14.85
Group IV	6/17	\$31.49	3	2	\$14.85

Use Heavy Construction Rates on Highway and Heavy construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(3).

Use Building Construction Rates on Building construction in accordance with the classifications of construction work established in 8 CSR 30-3.040(2).

If a worker is performing work on a heavy construction project within an occupational title that is not listed on the Heavy Construction Rate Sheet, use the rate for that occupational title as shown on the Building Construction Rate sheet.

## JACKSON COUNTY OVERTIME SCHEDULE - HEAVY CONSTRUCTION

**FED:** Minimum requirement per Fair Labor Standards Act means time and one-half (1 ½) shall be paid for all work in excess of forty (40) hours per work week.

**NO. 1:** Means (8) hours shall constitute the regular work day between time that may be advanced or delayed by two (2) hours on either side of 8:00 AM. The Employer may establish a work week consisting of four (4) days, Monday through Thursday, each day consisting of ten (10) hours straight time. The four (4) tens (10s) must run for a period of at least four (4) days, Monday through Thursday. All work on Friday on a four (4) tens (10) project will be paid at the rate of time and one-half (1½). All work performed on Saturday shall be paid at time and one-half (1½). All work performed on Sundays and recognized holidays must be paid at double (2) time. All work performed prior to or after the regular eight (8) hour work day, or ten (10) hour work day, as described above shall be paid at time and one-half (1½) the regular rate.

**NO. 3:** Means a regular work week shall consist of not more than forty (40) hours of work and all work performed over and above ten (10) hours per day or forty (40) hours per week shall be paid at the rate of time & one-half (1½). Workers shall receive time and one-half (1½) for all work performed on Sundays and recognized holidays. Double (2) time shall be paid for work performed on Sundays or recognized holidays when and only if any other craft employees of the same employer at work on that same job site are receiving double (2) time pay for that Sunday or Holiday work. A work day is to begin between 6:00 a.m. and 9:00 a.m. at the option of the Employer except when inclement weather or other conditions beyond the reasonable control of the Employer prevents work, in which event, the starting time may be delayed, but not later than 12:00 noon. Where one of the recognized holidays falls or is observed during the work week, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½).

**NO: 18:** Eight (8) hours of work between the hours of 8:00 a.m. and 4:30 p.m. shall constitute a work day. Forty (40) hours within the five (5) days, Monday through Friday inclusive, shall constitute the work week. Starting time may be adjusted not to exceed two (2) hours. Work performed outside of the aforementioned will be paid at the applicable overtime rate. When starting time has been adjusted, all other provisions concerning the work day shall be adjusted accordingly. The overtime rate of pay shall be one and one-half (1½) times the regular rate of wages, other than on Sundays, holidays and from Midnight until 6:00 a.m., which will be paid at double (2) the straight time rate.

**NO. 31:** Means the overtime rate shall be time and one-half the regular rate for work over forty (40) hours per week. Sundays and Holidays shall be paid at double the straight time rate. All employees performing work on affected properties during or following emergencies shall receive the applicable rate of pay for the first sixteen (16) consecutive hours and all hours worked in excess of sixteen (16) consecutive hours shall be paid at double time until broken by an eight (8) hour rest period. Should an employee be called back to work within two hours of his normal quitting time, the previous hours worked shall count toward the above sixteen (16) hour provision.

**JACKSON COUNTY  
HOLIDAY SCHEDULE – HEAVY CONSTRUCTION**

**NO. 2:** All work performed on New Year's Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Thanksgiving Day and Christmas Day, or days observed as such, and Sundays shall be paid at the rate of time and one-half (1½). Double (2) time shall be paid for work on Sundays or recognized holidays when and only if other craft employees of the same employer at work on that same job site are receiving double (2) time pay for that Sunday or holiday work. No work shall be performed on Labor Day, except in case of jeopardy of life or property. This rule is applied to protect Labor Day. When one of the above holidays falls on a Saturday, the preceding Friday shall be observed; when the holiday falls on a Sunday, the following Monday shall be observed. Where one of the specified holidays falls or is observed during the work week, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½).

**NO. 17:** All work performed on New Year's Day, Decoration Day (Memorial Day), Independence Day (Fourth of July), Labor Day, Thanksgiving Day, Christmas Day, or days observed as such, shall be paid at the rate of double (2) time. When a holiday falls on a Saturday, Friday shall be observed. When a holiday falls on a Sunday, Monday shall be observed. No work shall be performed on the Fourth of July or Labor Day except to save life or property. Where one of the holidays specified falls or is observed during the work week, then all work performed over and above thirty-two (32) hours in that week shall be paid at the rate of time and one-half (1½).

**NO. 24:** Work performed on New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, or days celebrated as such, shall be paid at the double time rate of pay. If the holiday falls on Saturday, it will be observed on Friday; if the holiday falls on Sunday, it will be observed on Monday, and shall be paid for at double (2) the regular straight time rate of pay.

**NO. 30:** All work performed on New Year's Day, Decoration Day, Fourth of July, Labor Day, Christmas Day, Thanksgiving Day and Day after Thanksgiving or days celebrated for the same.