

CITY OF TRENTON
ADDENDUM NO. 2 AND POSTPONEMENT NOTICE
BID2024-56B

Sealed bids shall be received by Isabel C. Garcia, QPA, Purchasing Agent, for the City of Trenton, County of Mercer, State of New Jersey on **NOVEMBER 13, 2024, at 11:00 A.M.** prevailing time in the Division of Purchasing, 1st. Floor, City Hall Annex, 319 East State Street, Trenton, New Jersey, for

ENTRANCE RAMP AND STAIRS ALTERATION
AT
TRENTON FREE PUBLIC LIBRARY
120 ACADEMY STREET, TRENTON, NJ 08608

CLARIFICATIONS, AMENDMENTS, ADDITIONS, DELETIONS, REVISIONS, AND MODIFICATIONS ARE PART OF CONTRACT AND CHANGE THE ORIGINAL DOCUMENTS ONLY IN THE MANNER AND TO THE EXTENT STATED. NEW BID OPENING DATE 11/13/2024 AT 11:00AM , NEW LOG-IN INFORMATION BELOW AND NEW CDBG REQUIRED LANGUAGE.

PROPOSERS SHALL DOWNLOAD THE PLANS AND SPECIFICATIONS FROM THE FOLLOWING LINK:

<https://clarkecatonhintz.sharefile.com/d-s4b9ef60733e3495cbc122fbd20719b47>

PROPOSERS SHALL LOG ON TO A NEW VIRTUAL BID OPENING DATE IS NOVEMBER 13, 2024, AT 11:00AM TO:

<https://www.zoomgov.com/j/1604597937?pwd=AIXwbeH0dMrjlqnNbWpUeZWqePIOPJ.1>

This project is being funded in whole or in part by the Community Development Block Grant Program (CDBG), provided by the U.S. Department of Housing and Urban Development (HUD) and administered by the City of Trenton's Department of Recreation, Natural Resources, and Culture. All federal CDBG requirements, including Davis Bacon, Prevailing Wages and Section 3 will apply to the contract.

Specifications and other bid information may be obtained at the Office of Purchasing, 1st Floor, City Hall Annex, 319 East State Street, Trenton, NJ 08608 during regular business hours (8:30 am - 4:30 pm); and on the City's Purchasing Website at <https://nj-trenton.civicplus.com/list.aspx>.

Proposers shall visit the City of Trenton's website at <https://nj-trenton.civicplus.com/list.aspx> for any addenda/notices issued prior to the bid opening date and time. Failure to do so shall result in the rejection of your submission.

Proposers are required to comply with the requirements of P.L. 1975, c127(N.J.A.C.17:27 et seq).

City of Trenton - (609)-989-3139
Isabel C. Garcia, Purchasing Agent, QPA

**CITY OF TRENTON
ADDENDUM NO. 2 AND POSTPONEMENT NOTICE
BID2024-56B
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SEE ATTACHED

NEW REQUIRED CDBG LANGUAGE – MANDATORY AND MUST BE PART OF YOUR BID SUBMITTAL

- SECTION 3 CERTIFICATION OF INTENT TO COMPLY
- TRENTON WAGE DETERMINATION
- FEDERAL SECTION 3 REQUIREMENTS AND REPORTING

PROPOSERS SHALL DOWNLOAD THE PLANS AND SPECIFICATIONS FROM THE FOLLOWING LINK:

<https://clarkecatonhintz.sharefile.com/d-s4b9ef60733e3495cbc122fbd20719b47>

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CITY OF TRENTON
BID2024-56B

ACKNOWLEDGMENT OF RECEIPT OF ADDENDUM NO. 2 AND POSTPONEMENT

MANDATORY

THIS FORM MUST BE COMPLETED, SIGNED AND RETURNED WITH YOUR BID
SUBMITTAL

The undersigned Bidder hereby acknowledges receipt of the following Postponement Notice:

<u>ADDENDUM NO. 2 AND POSTPONEMENT NOTICE</u>	<u>Dated</u>
<u>ADDENDUM #2 & POSTPONEMENT</u>	<u>11/1/24 (ICG</u>

Acknowledged for: _____
(Name of Bidder)

By: _____
(Signature of Authorized Representative)

Name: _____

Title: _____

EXHIBIT – FEDERAL SECTION 3 REQUIREMENTS AND REPORTING

Why HUD Enforces Section 3?

Each year the U.S. Department of Housing and Urban Development invests billions of federal dollars into distressed communities for projects that build and rehabilitate housing; improve roads and community centers; and help families achieve the American Dream.

The Section 3 regulation acknowledges that HUD funding typically results in projects/activities that generate new contracting, employment, and other economic opportunities that not only affect bricks and mortar, but also create a multiplier effect for local housing providers and businesses that provide goods and services.

The Section 3 program requires recipients of HUD funding to direct employment, training, and contracting opportunities to low-income individuals and the businesses that employ these persons within their community. Section 3 is a provision of the HUD Act of 1968 and is found at 12 U.S.C. 1701u. The regulations are found at 24 CFR Part 75.

HUD created the Section 3 worker and Targeted Section 3 worker concepts so that HUD could track and set benchmarks to target selected categories of workers and to recognize the statutory requirements pertaining to contracting opportunities for business concerns employing low- and very-low income persons.

What triggers the requirements of Section 3?

Each recipient of \$200,000 of covered HUD funding is required to comply with Section 3. Section 3 applies to all projects and activities involving housing construction, rehabilitation, or other public construction that is funded with covered HUD funding.

Section 3 is triggered when the normal completion of construction and rehabilitation projects creates the need for new employment, contracting, or training opportunities.

The Section 3 regulations should not be construed to mean that recipients are required to hire Section 3 residents or award contracts to Section 3 businesses other than what is needed to complete covered projects/activities.

If the expenditure of covered funding does not result in:

- new employment or
- contracting or
- training opportunities, then the requirements have not been triggered

Section 3 Worker by Definition

Section 3 Worker Definition:

- A low or very low-income resident (the worker's income for the previous or annualized calendar year is below the income limit established by HUD); or
- Employed by a Section 3 business concern; or
- A YouthBuild participant

Targeted Section 3 Worker Definition (for public housing):

- Employed by a Section 3 business concern or
- Currently meets or when hired met at least one of the following categories as documented within the past five years:
 - A resident of public housing; or
 - A resident of other public housing projects or Section 8-assisted housing; or
 - A YouthBuild participant

Targeted Section 3 Worker Definition (for housing and community development):

- Employed by a Section 3 business concern or
- Currently meets or when hired met at least one of the following categories as documented within the past five years:
 - Living within 1 mile radius of the service area or the neighborhood of the project, as defined in 24 CFR 75.5
 - A YouthBuild participant

Certification of Section 3 Business Concern

Business concerns may self-certify to claim that they meet the requirements as defined in the regulations in [§ 75.5](#). Once a business is certified as a Section 3 business concern it will retain that status for as long as it continues to meet the definition outlined in [§ 75.5](#). Recipients should require a self-certified Section 3 business concern to submit some type of certification form during the bidding or contracting process for businesses bidding on a Section 3 activity or project.

The determination of certification as a Section 3 business concern is made in the initiation stage of developing a contract or subcontract and prior to its execution. Information submitted by businesses must be verified for Section 3 compliance before awarding contracts or subcontracts to those businesses who self-certified.

The requirement to self-certify and the determination of certification prior to contract or subcontract execution provides program participants with certainty in their Section 3 strategies. While HUD maintains a self-certified Opportunity Portal database, it does not verify the information submitted by the businesses and does not endorse the services they provide. The process to verify and finalize certification is the responsibility of the recipient.

Safe Harbor Benchmarks

Section 3 is a provision of the Housing and Urban Development (HUD) Act of 1968, federal regulation formerly 24 CFR Part 135. HUD released a final rule in the fall of 2020 changing the regulation to 24 CFR Part 75. The final rule moved from tracking the number of qualified new hires (Section 3 residents) in Section 3 projects to tracking the total labor hours worked (by Section 3 workers and Targeted Section 3 workers). In connection with the final rule, 24 CFR Part 75, HUD published a document citation via the federal register, 85 FR 60907, Section 3 Benchmarks for Creating Economic Opportunities for Low- and Very Low-Income Persons and Eligible Businesses.



The new Section 3 regulation, 24 CFR Part 75 still aims to ensure that economic opportunities, most

importantly employment, generated by certain HUD financial assistance shall be directed to low- and very low-income persons, particularly those who are residents of the community in which the federal assistance is spent. Requiring recipients of certain HUD housing and community development financial assistance, to the greatest extent feasible, to provide employment and job training for low- and very low-income persons and contracting opportunities to business concerns which provide economic opportunities to low- and very low-income persons in connection with projects and activities in their neighborhoods.

HUD established nationwide benchmarks for work performed by tracking the labor hours. The two benchmarks are (1) twenty-five percent (25%) or more of the total number of labor hours worked on a Section 3 project is performed by Section 3 workers; and (2) five percent (5%) or more of the total number of labor hours worked on a Section 3 project is performed by Targeted Section 3 workers. The five percent is within the twenty-five percent. The labor hours reported must include any labor hour charged against the budget of the project.

Section 3 Projected Hours & Available Positions Tracking

How many positions available	Project Name:	Provide projected hours			Total Projected Labor Hours
		Non Section 3 Worker	Section 3 Worker	Targeted Section 3 Worker	
	Contractor Name:				
	List Projected available Positions				
		At the time of bid, contractor are to present a list, of the number of total labor hours, Section 3 worker labor hours, and Targeted Section 3 worker labor hours expected to be generated from the initial contract and a list of projected number of available positions, to include job descriptions and wage rates.			

Section 3 Opportunity Portal

The [Section 3 Opportunity Portal](#) is intended to assist recipients of Section 3 covered funding and Section 3 business concerns meet their obligations for employment, hiring, and contracting under the final rule, and serve as a helpful tool in locating or connecting Section 3 business concerns and Section 3 workers within the community.

- Section 3 workers may use the site to search for employment opportunities and post a resume to their profile for companies seeking Section 3 workers
- Section 3 business concerns may use the site to self-certify as a Section 3 business concern, post or search job/contract opportunities, or search for low- and very low-income workers to fill positions and become Section 3 workers
- Section 3 recipients may use the site to identify businesses that have self-certified to have met the definition of a Section 3 business concern, post or search job/contracting opportunities, or search for low- and very low-income workers to fill positions and become Section 3 workers for their jurisdiction's Section 3 projects



Users can search for jobs, training positions, or contracts without creating a Portal sign-in. Users must complete a free registration and sign-in to post resumes, jobs, training opportunities, contracts, or search job applicants.

HUD maintains this database for the convenience of the recipients of Section 3 covered funding. HUD does not verify information submitted by the businesses, eligible Section 3 workers, or Section 3 recipients within the database. It is the responsibility of the Section 3 business concern or Section 3 recipient to verify the information, as outlined in [§ 75.5](#), upon hiring Section 3 workers or contracting with Section 3 business concerns. Additionally, by maintaining the database, HUD does not indirectly or definitely verify the information submitted nor does it endorse the services they provide. Users of the database are encouraged to use due diligence to ensure sufficient capacity or qualifications before awarding contracts or hiring individuals that have submitted information to the Section 3 Opportunity Portal.

If you believe that a firm has misrepresented itself as a Section 3 business concern, please email HUD at Section3@hud.gov.

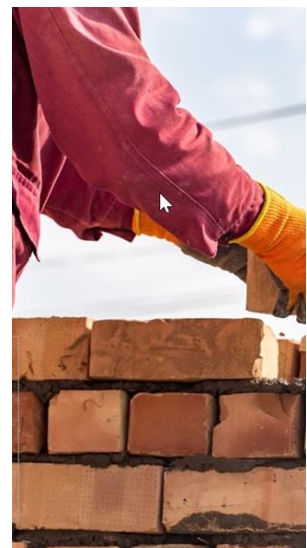
Website: <https://hudapps.hud.gov/OpportunityPortal/>

Certification of Section 3 Business Concerns

Business concerns may self-certify to claim that they meet the requirements as defined in the regulations in [§ 75.5](#). Once a business is certified as a Section 3 business concern it will retain that status for as long as it continues to meet the definition outlined in [§ 75.5](#). Recipients should require a self-certified Section 3 business concern to submit some type of certification form during the bidding or contracting process for businesses bidding on a Section 3 activity or project.

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The requirement to self-certify and the determination of certification prior to contract or subcontract execution provides program participants with certainty in their Section 3 strategies. While HUD maintains a self-certified Opportunity Portal database, it does not verify the information submitted by the businesses and does not endorse the services they provide. The process to verify and finalize certification is the responsibility of the recipient.



Counting Worker Hours

The final rule tracks and reports labor hours instead of new hires. The final rule's **focus on labor hours performed by low- and very low-income workers**

Collecting Labor Hours – *use Monthly Labor Hours Tracking Form*

Recipient agencies and contractors must collect the following information:

- The total number of labor hours worked
- The total number of labor hours worked by Section 3 workers
- The total number of labor hours worked by Targeted Section 3 workers

Recruitment Outreach Strategies

Recipients will be considered to have complied with the Section 3 requirements and met the safe harbor, in the absence of evidence to the contrary, if they certify that they have followed the required prioritization of effort and met or exceeded the applicable Section 3 benchmarks.

If a recipient agency or contractor does not meet the benchmark requirements but can provide evidence that, they have made a number of qualitative efforts to assist low- and very low-income persons with employment and training opportunities the recipient or contractor is considered to be in compliance with Section 3. Absent evidence to the contrary (i.e., evidence or findings obtained from a Section 3 compliance review).



Successful methods by which a business can locate and hire Section 3 workers within the area of the project or in public housing development projects include:

- **Accessing HUD's Section 3 Opportunity Portal** to help connect HUD funding recipients, Section 3 business concerns, and Section 3 workers. HUD funding recipients and their contractors can post contract opportunities; Section 3 business concerns are able to post training/job opportunities for Section 3 workers; and Section 3 workers are able to post their resume.
- **Informing local PHAs**, in particular the PHAs Resident Councils, Resident Management Corporations, or other resident organization, of any training/job opportunities
- **Distributing flyers/posting signs** in the area of the development/project and in projects owned and managed by the PHA
- **Placing help wanted ads** in local newspapers or online
- **Cultivating local contacts** such as community development organizations, business development agencies, minority contracting associations, apprenticeship development programs, YouthBuild, Jobs Corps, and employment agencies

HUD funding recipients can recruit potential Section 3 business concerns by:

- **Implementing a resident business development initiative or business incubator** to support resident entrepreneurship (e.g. resident contracting program, family day care program, and revolving loan program)
- **Educating local unions** on Section 3 or creation of apprenticeship programs with those local unions
- **Holding hiring fairs** that includes Section 3 informational sessions and invite local business and industry as well as local business association groups
- **Partnering with local business start-up groups** and business incubators
- **Establishing clear and robust contracting guidelines** ensuring everyone bidding is aware of any Section 3 requirements
- **Advising Section 3 business concerns** as to where they may seek assistance to overcome limitations such as inability to obtain bonding, lines of credit, financing, or insurance

Section 3 Labor Hours Summary Report (regulation 24 CFR Part 75)

Economic Opportunities for Low – and Very Low-Income Persons

1. Submitting Business Name:	2. Project Name:	3. Project Address / Location

4. Contact Person	5. Contact Number:	6. Contact Email Address

7. Reporting Period (Month & Year):		8. Date Report Submitted:		9. Project Dates:	
				(Start Date - End Date)	

10. Total Awarded Amount:	11. Funding Program Name and Amount: (HOME, CDBG, & CDBG-CV)				
	HOME:		CDBG:		CDBG-CV:

Part I: Employment and Training (Columns B, C and F are mandatory fields. Include New Hires in E &F)**

	A	B	C	D	E	F
	Business Name	All Workers Labor Hours	Section 3 Workers Labor Hours	% of Section 3 Worker Labor Hours	Targeted Section 3 Workers Labor Hours	Section 3 Trainees (If yes, enter "1")
1	Developer			33.33%		0
2	General Contractor	0	0	#DIV/0!	0	0
3	Sub 1	0	0	#DIV/0!	0	0
4	Sub 2	0	0	#DIV/0!	0	0
5	Sub 3	0	0	#DIV/0!	0	0
6	Sub 4	0	0	#DIV/0!	0	0
7	Sub 5	0	0	#DIV/0!	0	0
8	Sub 6	0	0	#DIV/0!	0	0
9	Sub 7	0	0	#DIV/0!	0	0
10	Sub 8	0	0	#DIV/0!	0	0
11	Sub 9	0	0	#DIV/0!	0	0
12	Sub 10	0	0	#DIV/0!	0	0
13	Sub 11	0	0	#DIV/0!	0	0
14	Sub 12	0	0	#DIV/0!	0	0
15	Sub 13	0	0	#DIV/0!	0	0
16	Sub 14	0	0	#DIV/0!	0	0
17	Sub 15	0	0	#DIV/0!	0	0
18	Sub 16	0	0	#DIV/0!	0	0
19	Sub 17	0	0	#DIV/0!	0	0
20	Sub 18	0	0	#DIV/0!	0	0
21	Sub 19	0	0	#DIV/0!	0	0
22	Sub 20	0	0	#DIV/0!	0	0
	TOTAL	0	0	#DIV/0!	0	0
	Business Name	All Workers Labor Hours	Section 3 Workers Labor Hours	% of Section 3 Worker Labor Hours	Targeted Section 3 Workers Labor Hours	Section 3 Trainees (If yes, enter "1")

Section 3 Labor Hours Verification (prior 3-month period) (24 CFR Part 75)

Please complete the form below for your entire workforce labor hours for a **3-month period**.

1. Submitting Business Name: **2. Business Street Address, City, State, and Zip Code**

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4. Contact Person **5. Contact Number** **6. Contact Email Address**

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7. Reporting Period (prior 3-months - "Month, Month, and Month") **8. Date Report Submitted**

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	A	B	C	D	E	F	G
	Months	Enter the Month		Enter the Month		Enter the Month	
Worker Name	All Workers Labor Hours	Section 3 Workers Labor Hours	All Workers Labor Hours	Section 3 Workers Labor Hours	All Workers Labor Hours	Section 3 Workers Labor Hours	
1	Worker Name 1						
2	Worker Name 2						
3	Worker Name 3						
4	Worker Name 4						
5	Worker Name 5						
6	Worker Name 6						
7	Worker Name 7						
8	Worker Name 8						
9	Worker Name 9						
10	Worker Name 10						
11	Worker Name 11						
12	Worker Name 12						
13	Worker Name 13						
14	Worker Name 14						
15	Worker Name 15						
16	Worker Name 16						
17	Worker Name 17						
18	Worker Name 18						
19	Worker Name 19						
20	Worker Name 20						
21	Worker Name 21						
22	Worker Name 22						
23	Worker Name 23						
24	Worker Name 24						
25	Worker Name 25						
26	Worker Name 26						
27	Worker Name 27						
28	Worker Name 28						
29	Worker Name 29						
30	Worker Name 30						
	TOTAL	0	0	0	0	0	0
	Section 3 Labor Hours Percentage		#DIV/0!		#DIV/0!		#DIV/0!
Worker Name	All Workers Labor Hours	Section 3 Workers Labor Hours	All Workers Labor Hours	Section 3 Workers Labor Hours	All Workers Labor Hours	Section 3 Workers Labor Hours	

I certify that the total workforce labor hours and Section 3 workers labor hours provided are true and accurate. I will promptly provide supporting documentation (i.e. certified payrolls, etc.) as requested by Housing and Revitalization Department Section 3 Program Manager or designee.

Print Name

Title

Signature

Date



Section 3 Worker and Targeted Section 3 Worker Self-Certification

Eligibility for Section 3 Worker or Targeted Section 3 Worker Status

The purpose of HUD's Section 3 program is to provide employment, training and contracting opportunities to low-income individuals, particularly those who are recipients of government assistance for housing or other public assistance programs. **Your response is voluntary, confidential, and has no effect on your employment.**

City of Columbia Section 3 Income Limits

Eligibility Guidelines: The worker's income must be at or below the amount provided below for an individual (household of 1) regardless of actual household size.

Individual Income Limits for City of Columbia FY 2022

Income Limits Category	FY 2022 Income Limits
Extremely Low Income Limits (30%)	\$16,950
Very Low Income Limits (50%)	\$28,250
Low Income Limits (80%)	\$45,150

Section 3 Worker Definition:

- A low or very low-income resident (the worker's income for the previous or annualized calendar year is below the income limit established by HUD); or
- Employed by a Section 3 business concern; or
- A YouthBuild participant.

Targeted Section 3 Worker Definition (for public housing)

- Employed by a Section 3 business concern or
- Currently meets or when hired met at least one of the following categories as documented within the past five years:
 - A resident of public housing; or
 - A resident of other public housing projects or Section 8-assisted housing; or
 - A YouthBuild participant.

Targeted Section 3 Worker Definition (for housing and community development)

- Employed by a Section 3 business concern or
- Currently meets or when hired met at least one of the following categories as documented within the past five years:
 - Living within 1 mile radius of the service area or the neighborhood of the project, as defined in 24 CFR 75.5



Instructions: Enter/select the appropriate information to confirm your Section 3 worker or Targeted Section 3 Worker status.

Employee Name: _____

1. Are you a resident of public housing or a Housing Choice Voucher Holder (Section 8)? YES NO
2. Are you a resident of the City of Columbia YES NO

Select from **ONE** of the following two options below:

I qualify as a:

3. **Section 3 Worker** (as defined on page 3 of Section 3 Worker Certification Form)
4. **Targeted Section 3 Worker** (as defined on page 3 of Section 3 Worker Certification Form)
5. In the field below, select the amount of individual income you believe you earn on an annual basis. *The grantee should confirm that their state and local laws do not prohibit this question.

- | | | |
|--|--|---|
| <input type="checkbox"/> Less than \$10,000 | <input type="checkbox"/> \$30,001 - \$40,000 | <input type="checkbox"/> More than \$60,000 |
| <input type="checkbox"/> \$10,001 - \$20,000 | <input type="checkbox"/> \$40,001 - \$50,000 | |
| <input type="checkbox"/> \$20,001 - \$30,000 | <input type="checkbox"/> \$50,001 - \$60,000 | |

Employee Affirmation

I affirm that the above statements are true, complete, and correct to the best of my knowledge and belief. I hereby certify, under penalty of law, that the following information is correct to the best of my knowledge.

Employee Address: _____

Print Name: _____ **Date Hired:** _____

Signature: _____ **Date:** _____



FOR ADMINISTRATIVE USE ONLY

Is the employee a Section 3 worker based upon their self-certification? YES NO

Is the employee a Targeted Section 3 worker based upon their self-certification? YES NO

Was this an applicant who was hired as a result of the Section 3 project? YES NO

If Yes, what is the name of the company? _____

What was the date of hire? _____

EMPLOYERS MUST RETAIN THIS FORM IN THEIR SECTION 3 COMPLIANCE FILE FOR FIVE YEARS.

Section 3 Certification of Intent to Comply

Section 3 Intent to Comply

_____, Contractor, agrees to implement the following specific affirmative action steps directed at increasing the use of Section 3 Workers and Section 3 Business Concerns within the City of Trenton.

- A. To ascertain from the grantee's Program official the exact boundaries of the Section 3 Covered Project Area and where advantageous, seek the assistance of local officials in preparing and implementing the affirmative action plan.
- B. To attempt to recruit from within the grantee's service area, the necessary individuals to fill employment opportunities generated by Section 3 covered assistance through: local advertising media, signs placed at the proposed site for the project, and community organizations and public or private institutions operating within or serving the project area and providing preference for these opportunities in the following order:
 1. Section 3 Residents residing in the service area or neighborhood in which the Section 3 covered project is located;
 2. Participants in YouthBuild Programs, and
 3. Other Section 3 Residents
- C. To maintain a list of all lower income area residents who have applied either on their own or on referral from any source, and to employ such persons, if otherwise eligible and a vacancy exists.
- D. To work with the Section 3 Compliance Officer to insert the Section 3 Requirements when Section 3 compliance is triggered, and to require all bidders to submit a Section 3 Certification of Intent to Comply.
- E. To ensure subcontracts which are typically let on a negotiated rather than bid basis in areas other than Section 3 covered project areas, are also let on a negotiated basis, whenever feasible, when let in a Section 3 covered project area.
- F. To notify Section 3 residents and Section 3 business concerns about economic opportunities generated by Section 3 covered assistance and to award Section 3 covered contracts, to the greatest extent feasible, to Section 3 business concerns in the following order of preference:
 - a. Business concerns that provided economic opportunities for Section 3 residents in the service area or neighborhood in which the Section 3 covered project is located;
 - b. Applicants selected to carry out YouthBuild projects;

- c. Other Section 3 business concerns
- H. To notify potential contractors about Section 3 requirements of this part and incorporating the Section 3 clause in all solicitations and contracts.
- I. To facilitate the training and employment of Section 3 residents and the award of contracts to Section 3 business concerns undertaking activities to reach the numerical goal established by HUD.
- J. To provide written notice of employment and contracting opportunities to all known Section 3 Workers and Section 3 Businesses and to post contract and job opportunities to the Opportunity Portal, and to check the Business Registry for businesses located in the project area.
- K. To cooperate in obtaining the compliance of contractors and subcontractors with the requirements of Section 3.
- L. To submit reports to DCED and HUD on the results of actions taken to provide training, jobs and contracts to Section 3 residents and Section 3 business concerns.
- M. To appoint an executive official of the company or agency as Equal Employment Opportunity Officer to coordinate the implementation of this Section 3 Affirmative Action Plan.
- N. To maintain records, including copies of correspondence, income verification memoranda, etc., which document that all levels of the above affirmative action steps have been taken.

Contractor Certification

As an officer and representative of _____ [Name of Contractor]

On behalf of the Company, I have read and fully agree to the Section 3 Affirmative Action Plan and become a party to the full implementation of this program.

Name and Title of the Authorized Representative (print or type)

Signature of Authorized Representative Date

CARPENTER (Scaffold Builder).....\$ 56.01 59.25%+\$0.14

The first sixty feet at the regular rate, 10% per hour additional for each additional fifty feet thereafter.

* CARP0006-011 05/01/2024

Rates Fringes

CARPENTER

Including Acoustical Ceiling Installation, Drywall Hanging and Formwork.....\$ 56.01 59.25%+\$0.14

CARP0715-007 05/01/2020

Rates Fringes

Millwright.....\$ 51.58 58%+0.25

Work of erection and dismantling of elevators and towers, such as concrete conveyors and temporary material elevators, scaffolding or other structures to be used as scaffolding inside or outside of buildings: the first sixty feet at the regular rate, 10% per hour additional for each additional fifty feet thereafter.

ELEC0269-016 01/01/2019

Rates Fringes

ELECTRICIAN

Cable Splicer.....\$ 52.71 61.93%
Electrician (Includes Low Voltage Wiring).....\$ 50.20 61.93%

ELEV0005-004 01/01/2024

Rates Fringes

Elevator mechanic.....\$ 68.97 37.885+a+b

A. PAID VACATION: Employer contributes 8% of basic hourly rate for 5 years or more of service or 6% for 6 months to 5 years of service.

B. Eight Paid Holidays (provided employee has worked 5 consecutive days before and the working day after the holiday): New Years's Day; Memorial Day; Independence

GROUP 4.....	\$ 54.09	33.50
GROUP 5.....	\$ 50.38	33.50

Hazardous waste removal work:

Work on a state or federally designated hazardous waste site, where the worker is in direct contact with hazardous material, and when personal protective equipment is required for respiratory, skin and eye protection: 20% per hour additional.

PAID HOLIDAYS:

New Year's Day, Washington's Birthday observed, Memorial Day, Independence Day, Labor Day, Presidential Election Day, Veteran's Day, Thanksgiving Day and Christmas Day; provided 1) that the worker works three of the preceding five work days before the holiday; or, the work day before the holiday and the work day after the holiday; and, 2) that the worker works the work day before and the work day after the holiday.

DEFINITION OF GROUPS:

GROUP 1:

Backhoe, Including Backhoe Track; Boom; Concrete Paving Machine; Crane (all types, including overhead and straddle traveling type); Drill (down-the-hole drill, rotary drill, self-propelled hydraulic drill, self-powered drill); Elevating Grader; Excavator; Front End Loader (5 cu. yd. and over); Piledriver (length of boom, including length of leads, shall determine premium rate applicable); Trencher

GROUP 2:

Backhoe Loader Combo; Concrete Pumper; Grader/Blade (Finish); Hoist; Hydraulic Crane, 10 Tons and under; Front End Loader (2 cu. yd. but less than 5 cu. yd.); Scraper; Side Boom

GROUP 3:

Asphalt Spreader; Bulldozer; Compressor(2 or 3) (in Battery) (within 100 ft.); Forklift; Front End Loader (1 cu. yd. and over but less than 2 cu. yd.); Lull; Mechanic; Paver, Asphalt; Roller, Blacktop; Tractor;

GROUP 4:

Bobcat/Skid Loader; Compressor (Single); Farm Tractor; Front End Loader (under 1 cu. yd.); Hydroseeder; Roller, Grade; Pump, Hydraulic

GROUP 5:

Oiler

IRON0399-016 07/01/2023

	Rates	Fringes
IRONWORKER		
Reinforcing.....	\$ 51.99	37.15
Structural, Ornamental, Rigger.....	\$ 52.99	37.15

LABO0008-001 05/01/2011

	Rates	Fringes
Asbestos Removal Laborer.....	\$ 28.37	21.62

The removal, abatement, enclosure and decontamination of personal protective equipment, chemical protective clothing and machinery relating to asbestos and/or toxic and hazardous waste or materials which shall include but not necessarily be limited to: the erection, moving, servicing and dismantling of all enclosures, scaffolding and barricades; the operation of all tools and equipment normally used in the removal or abatement of asbestos and toxic or hazardous waste or materials; the labeling, bagging, cartoning, crating, or other packaging of materials for disposal; the clean-up of the worksite; and all other work incidental to the removal, abatement, encapsulation, enclosure, and decontamination of asbestos and toxic or hazardous waste or materials; and, in addition, all work tasks involved in the maintenance and operation of energy resource recovery plants (co-generation plants)

LABO0222-006 07/01/2012

	Rates	Fringes
LABORER		
MASON TENDER:		
Brick/Cement/Concrete.....	\$ 29.85	23.07

LABO0222-009 07/01/2012

	Rates	Fringes
Laborers:		
Asphalt Shoveler, Asphalt		
Spreader, Common or		
General Laborer, Landscape		
Laborer, Pipelayer, Power		
Tool Operator and		
Screedman.....	\$ 29.35	23.07

PAIN0711-017 05/01/2024

	Rates	Fringes
Glazier.....	\$ 51.43	12%+24.54

Work welding or using a cutting torch: \$1.00 per hour additional.

Work on a swing stage scaffold; on a pipe scaffold providing the working height of the platform is 30 ft. or above; and on motorized lifts provided that the height of the lift platform is above the second floor or above thirty feet: \$1.00 per hour additional.

PAIN0711-018 05/01/2023

	Rates	Fringes
DRYWALL FINISHER/TAPER.....	\$ 42.88	28.04

PAIN0711-020 05/01/2017

	Rates	Fringes
PAINTER (Brush & Roller).....	\$ 39.25	22.66
PAINTER (Paperhanger).....	\$ 40.19	22.72
PAINTER (Spray).....	\$ 40.28	19.98

PLAS0008-007 05/01/2021

	Rates	Fringes
Plasterer.....	\$ 38.37	31.64

PLAS0592-036 05/01/2023

	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 48.96	33.97

PLUM0009-016 07/01/2024

MERCER COUNTY (south of a line drawn from the point at which Rt. 602 (also known as Hopewell - Wertsville Rd.) meets the Hunterdon/Mercer County line; then, south along Rt. 602 (also known as Hopewell - Wertsville Rd.) to the Borough of Hopewell, includes the Borough of Hopewell; then, east along the Reading Railroad to the Mercer/Somerset County line (Province Line Rd.))

	Rates	Fringes
PIPEFITTER (Including HVAC Pipe Installation).....	\$ 56.52	45.75
Service and Repair.....	\$ 37.48	21.08
PLUMBER (Excluding HVAC Pipe Installation).....	\$ 56.52	45.75
Service and Repair.....	\$ 37.48	21.08

PLUM0024-009 05/01/2024

MERCER COUNTY (north of a line drawn from the point at which Rt. 602 (also known as Hopewell - Wertsville Rd.) meets the Hunterdon/Mercer County line; then, south along Rt. 602 (also known as Hopewell - Wertsville Rd.) to the Borough of Hopewell, includes the Borough of Hopewell; then, east along the Reading Railroad to the Mercer/Somerset County line (Province Line Rd.)):

	Rates	Fringes
PLUMBER, Excludes HVAC Pipe Installation.....	\$ 60.49	42.90

PLUM0475-010 05/01/2023

MERCER COUNTY (north of a line drawn from point at which Rt. 602 (also known as Hopewell - Wertsville Rd.) meets the Hunterdon/Mercer County line; then, south along Rt. 602 (also known as Hopewell - Wertsville Rd.) to the Borough of Hopewell, includes the Borough of Hopewell; then, east along the Reading Railroad to the Mercer/Somerset County line (Province Line Rd.)):

	Rates	Fringes
PIPEFITTER, Includes HVAC Pipe Installation.....	\$ 54.43	46.26

ROOF0030-027 05/01/2024

	Rates	Fringes
Roofer		
SHINGLES.....	\$ 34.35	21.85
SLATE AND TILE.....	\$ 37.35	21.85
ALL OTHER WORK.....	\$ 44.13	34.33

Mopper, and operator of felt-laying machine: \$.50 per hour additional.

Work applying roofing material, on any new construction job, on those days on which a felt-laying machine or slag dispensing machine is used: \$.50 per hour additional.

PAID HOLIDAY:

The last working day before Christmas, to be paid at the rate of four hours pay.

SFNJ0669-003 01/01/2024

MERCER COUNTY (does not include the town of Trenton)

	Rates	Fringes
Sprinkler fitter (Fire Sprinklers).....	\$ 52.19	35.92

SFNJ0692-002 05/01/2021

Within 15 miles beyond the city limits of Philadelphia.

	Rates	Fringes
Sprinkler fitter (Fire Sprinklers).....	\$ 60.83	30.34

SHEE0027-009 06/01/2023

	Rates	Fringes
SHEET METAL WORKER (Including HVAC Duct Installation).....	\$ 56.18	46.66

* TEAM0469-004 05/01/2024

	Rates	Fringes
Truck drivers:		
Dump Truck.....	\$ 47.56	40.725
Off the Road Truck.....	\$ 47.71	40.725

Hazardous waste removal work:

Work on a state or federally designated hazardous waste site, where the worker is in direct contact with hazardous material, and when personal protective equipment is

required for respiratory, skin and eye protection: \$3.00 per hour additional.

Work on a state or federally designated hazardous waste site, in a zone requiring Level A personal protection for any workers other than the truck driver: \$3.00 per hour additional.

Work on a state or federally designated hazardous waste site where the worker is not working in a zone requiring Level A, B or C personal protection: \$1.00 per hour additional.

PAID HOLIDAYS:

New Year's Day, President's Day, Decoration Day, Independence Day, Labor Day, Presidential Election Day, Veteran's Day, Thanksgiving Day and Christmas Day.

VACATION PAY CREDIT:

Workers working or receiving pay for 80 days within a year receive one week paid vacation (48 hours); 125 days receive two weeks paid vacation (96 hours); 145 days receive 15 days paid vacation (120 hours); 15 years seniority and 145 days receive 4 weeks paid vacation (160 hours).

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 <https://www.dol.gov/agencies/whd/government-contracts>.

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) (iii)).

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.

State Adopted Rate Identifiers

Classifications listed under the ""SA"" identifier indicate that

the prevailing wage rate set by a state (or local) government was adopted under 29 C.F.R. 1.3(g)-(h). Example: SAME2023-007 01/03/2024. SA reflects that the rates are state adopted. ME refers to the State of Maine. 2023 is the year during which the state completed the survey on which the listed classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 01/03/2024 reflects the date on which the classifications and rates under the ?SA? identifier took effect under state law in the state from which the rates were adopted.

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 National Office because National Office has 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.

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END OF GENERAL DECISION"