

The background of the slide features a stylized, colorful illustration of a suburban neighborhood. A paved road leads from the foreground into the distance, flanked by various houses with different colored roofs (grey, orange, red) and green lawns. In the far background, there are blue mountains under a light blue sky with soft white clouds. The entire scene is framed by a thin black border.

NRTC PROJECT

2023

- **ALTERNATIVE REPORTING**

ALTERNATIVE WAGE REPORTING

WHY?

Due to American Rescue Plan
State and Local Fiscal Recovery
funds...



ARE YOUR ACTIVITIES SUBJECT TO ALTERNATIVE WAGE REPORTING?

- Small business technical assistance
- Events
- Admin expenses
- Community Engagement
- Beautification
- Workforce Development



ARE YOUR ACTIVITIES SUBJECT TO ALTERNATIVE WAGE REPORTING?


Are you doing construction work?

YES!

RESIDENTIAL AND COMMERCIAL



HOW TO: Alternative Wage Reporting

- 
- Employee Name
 - Hired by a third party?
 - Hourly wage (including benefits/fringe)
 - SOC Labor Classification
 - Contractor/Company Name
 - Site Name or Address

[illegible]

What is this worksheet?

- This is a document intended to capture certain basic aspects of workers on these projects, consistent with the federal requirements of these funds. This information is captured in lieu of the application of prevailing wage.
- Please note that while pursuant to federal regulations, this information can be collected in lieu of applying prevailing wage to these funds, **this is not a waiver**. If prevailing wage is triggered through some other source of funds in this project, or some other legal requirement related to the project, it must still be applied
 - For example, if the funds on the project are blended/braided with some other source of funding to which prevailing wage applies, or if one of the contracting parties is a "public body" pursuant to N.J.S.A. 34-11-56.25 et seq., then prevailing wage would still apply.

Who should be included on this worksheet?

- This worksheet should include any employees working directly on the project site. This would not include any executive leadership that does not directly work on the site, nor would it include administrative staff or employees working on other sites/projects not related to this funding.

How to complete this worksheet?

- **Employee name:** This can be first name and last name that the employee is generally known by, it does not have to be a full legal name, so long the name is meaningful to the employer and unique from other names on the list.
- **Hired by 3rd Party:** Hired by a 3rd party would mean hiring through a staffing agency of some kind, rather than directly by the contractor/subcontractor. An employee hired by a subcontractor working on the site is **not** a 3rd party hire. A 3rd party would be an entity not actively working at the project site.
- **Hourly Wage:** The employee's hourly wage, **including fringe costs/benefits**, and not adjusted for overtime.
- **SOC Labor Classification:** The employee's labor classification based on the Standard Occupational Classifications published by the federal Bureau of Labor Statistics.
 - The page for the SOC database can be found here: <https://www.bls.gov/soc/2018/home.htm>
 - Focused list of classifications for Construction Workers: https://www.bls.gov/soc/2018/major_groups.htm#47-0000
- **Contractor/Company Name:** This is the legal name of the entity employing the individual. If the individual is employed by a subcontractor, the subcontractor's name goes here. If directly hired by the prime contractor, the prime contractor's name goes here.
 - If they were hired by a 3rd party, the entity that now employs them on the site would go here. For example if they were hired by Staffing Agency A to work on the site for Contractor B, contractor B's name would go here.

Who can be contacted if assistance is needed with this sheet?

- The NRTC Grant Manager or NRTC@dca.nj.org

REPORTING

- PREPARED AND SUBMITTED QUARTERLY
- Contractors submit forms to the grantee
- Grantees consolidate the information from each contractor for each quarter on one form
- Upload with quarterly SAGE progress reports
- Submit retroactive forms (if needed)

STANDARD OCCUPATIONAL CLASSIFICATIONS

- 47 - 2000: Construction Trades Workers
- 47 - 3000: Helpers, Construction Trades
- 47 - 4000: Other Construction and Related Workers

https://www.bls.gov/soc/2018/major_groups.htm#47-0000

CAVEAT



If Prevailing Wages are required by another funding source for the activity, **grantees must adhere to Prevailing Wage requirements!**

Thank You!

