



SUBCONTRACTING

FAQs - Frequently Asked Questions

DBE PROGRAM:

Each federally funded CDOT project has a DBE goal. DBEs and small businesses will be solicited and provided opportunities to participate on CDOT projects. Prime contractors will, and major subcontractors should, identify sufficient items for subcontracting to meet the DBE goal on a project.

All contractors should familiarize themselves with the DBE Special Provision and the required forms. There are procedures that must be followed in order to be compliant with program requirements. In the event that a prime contractor fails to meet the DBE goal associated with the project or fails to meet commitments made to DBE contractors, there is the possibility of a reduction in final payment.

Primes, major subcontractors and DBEs should note that DBEs are expected to perform a commercially useful function on any contract. Questions regarding concerns on practices for compliance should be discussed with the Region Civil Rights staff.

OJT PROGRAM:

All projects are reviewed for training opportunities and OJT goals will be established in accordance with the OJT Special Provision. Prime contractors will, and major subcontractors should, establish a plan to utilize trainees/apprentices on CDOT projects and demonstrate compliance with the OJT program requirements throughout the course of a project. Damages may be assessed during final acceptance for noncompliance with OJT requirements.

PROMPT PAYMENT:

Prime contractors will monitor payments to ensure compliance at all levels of subcontracting. During construction, contractors not receiving prompt pay should consult with the Prime and inform the CDOT Project Engineer. If difficulty reaching the Project Engineer, contact the Region Civil Rights Office.

LABOR COMPLIANCE:

When the USDOL Minimum Wage Decisions are included in the contract Special Provisions of CDOT projects, then the project is covered by Davis-Bacon and related labor acts. This means that all levels of contractors *performing construction type of work on site* will comply with the minimum wage decision regardless of type of contract. Certified payrolls, weekly payments to employees, payment for overtime, proper classification and payment for work performed will all be monitored for compliance. Conformance requests for approved pay rates on any classifications not listed in the wage decisions are required for DOL approval. Any questions on classification for work should be discussed with the Region Civil Rights Office.

ANNUAL EEO REPORTS:

Prime contractors will monitor reporting to ensure submission to CDOT and accuracy for personnel that worked on the project site. The report is for work performed the last full week of July, and is submitted electronically in August through CDOT's website in Excel format.

EQUAL OPPORTUNITY AND CONTRACT COMPLIANCE:

You may be the lucky recipient! Contract compliance reviews may be conducted for a project, or individual contractors may be selected for a review of compliance with contract provisions during the course of a CDOT project. A contractor will be notified by the Region Civil Rights Office if selected.