

**BALTIMORE COUNTY MARYLAND**  
**Labor Compliance Annual Report**  
**Fiscal Year July 2023-June 2024**



Contactor Compliance and Monitoring Inc. was hired to assist the County in implementing the Prevailing Wage Law and Local Hire program in 2023. Since its inception, CCMI and the County have worked together to create the following policies, practices, and protocols:

1. A Labor compliance review process to specifically address the requirements of the County's Prevailing Wage law and local hire program;
2. The educational aspect of labor compliance at the Preconstruction Meeting (including creating a specific overview with requirements for projects funded by County funds) as well providing contractors with a Handbook;
3. A monthly process of reviewing payrolls, fringe benefits, Apprentice paperwork, etc. and providing prompt feedback to contractors and the County's Prevailing Wage Program Manager;
4. An onsite interview format and report tailored to the provisions of the County's Prevailing Wage and Local Hire requirements;
5. Drafts of documentation for final project close out, draft of final report to Director and addressing due process appeal rights of contractors with County;
6. Updated forms, processes and protocols as the County's labor compliance program matured and best practices were established.
7. Baltimore County has implemented a TEAMS meeting every other Thursday with CCMI personnel to review any project updates, waivers for Liquidated Damages, concerns with problematic contractors or major outstanding issues.
8. The County and CCMI have agreed to implement a 45-day closeout policy. Once CCMI is notified that a project is complete they will issue a final 30 day labor compliance report for outstanding items. All items not resolved within that timeframe would then be offered an additional 15 days to correct before the Final Project Completion Report was issued to the County by CCMI.

**Below is the summary of all projects information and tasks performed by CCMI personnel in connection with this Fiscal Year.**

Total Number of Contracts Active at End of FY	32
Total Number of Contracts Closed during FY	3
Total Number of Compliance Reviews All Projects	470
Total Number of Onsite Visits/Investigations	103
Total Number of Workers Interviewed	229
Total Wages Recovered for Workers Issued by Contractors During the Course of Projects	\$1,088.96
Total Wages Recovered for Workers Withheld from Retention Amounts	\$168,066.87
Total Workers Issued Retro-pay	60
Total Liquidated Damages Assessed for Projects Closed this FY	\$38,460.00