

# **Village of Phoenix Fair Labor Standards Compliance Policies/Procedures and Notice**

## **Policy/Procedures**

29CFR 5.6, entitled Enforcement requires general compliance with 29 CFR Part 5 - LABOR STANDARDS PROVISIONS APPLICABLE TO CONTRACTS COVERING FEDERALLY FINANCED AND ASSISTED CONSTRUCTION (ALSO LABOR STANDARDS PROVISIONS APPLICABLE...SUBJECT TO THE CONTRACT WORK HOURS AND SAFETY STANDARDS ACT) and in particular the provisions of 29CFR 5.1 and 5.5 relating to respectively general statutes and laws the within referenced regulations are promulgated under, and required contract and related provisions. Included amongst or incorporated therein, in particular, is the requirement under 29CFR5.6 that if imposed by the funding agency, recipients themselves **shall** conduct onsite inspections and a Fair Labor Standards Compliance Officer (“Labor Standards Officer”) be appointed for such purposes.

The Village of Phoenix, accordingly hereby adopts as a standard policy that in the event of any agency funding projects required to comply herewith, the Village shall, through its Labor Standards Officer, comply with all applicable provisions of 29CFR 5.6 and incorporated provisions, and direct or itself conduct on site inspections including without limitation, such random interviews with laborers and mechanics employed on any construction project as sufficient to ensure that wage decisions and Department of Labor notices are posted at the job sites. Accordingly, in the instance of any grant of agency funding, loans, bonds, incentives or benefits, by any federal or state governmental agency required to comply herewith, a sufficient number of Labor Standards Officer conducted or directed employee interviews shall be confidentially conducted in order to verify that the correct wages and fringe benefits are being paid. The Labor Standards Officer shall likewise verify that any employees listed as apprentices or trainees are enrolled in approved training programs and that wages are posted at the site as required by federal and state law.

Adopted July 5th 2016  
Village of Phoenix Village Board