



# Working The Fringe

## Options for Fringe Benefit Dollars

Prevailing Wage Bona Fide Fringe Benefit Plan  
Strategies for Merit Shop Contractors



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Fiduciary and Prevailing Wage Solutions

# WHO ARE WE?

**Tom Santa Barbara & Alana Jennings**

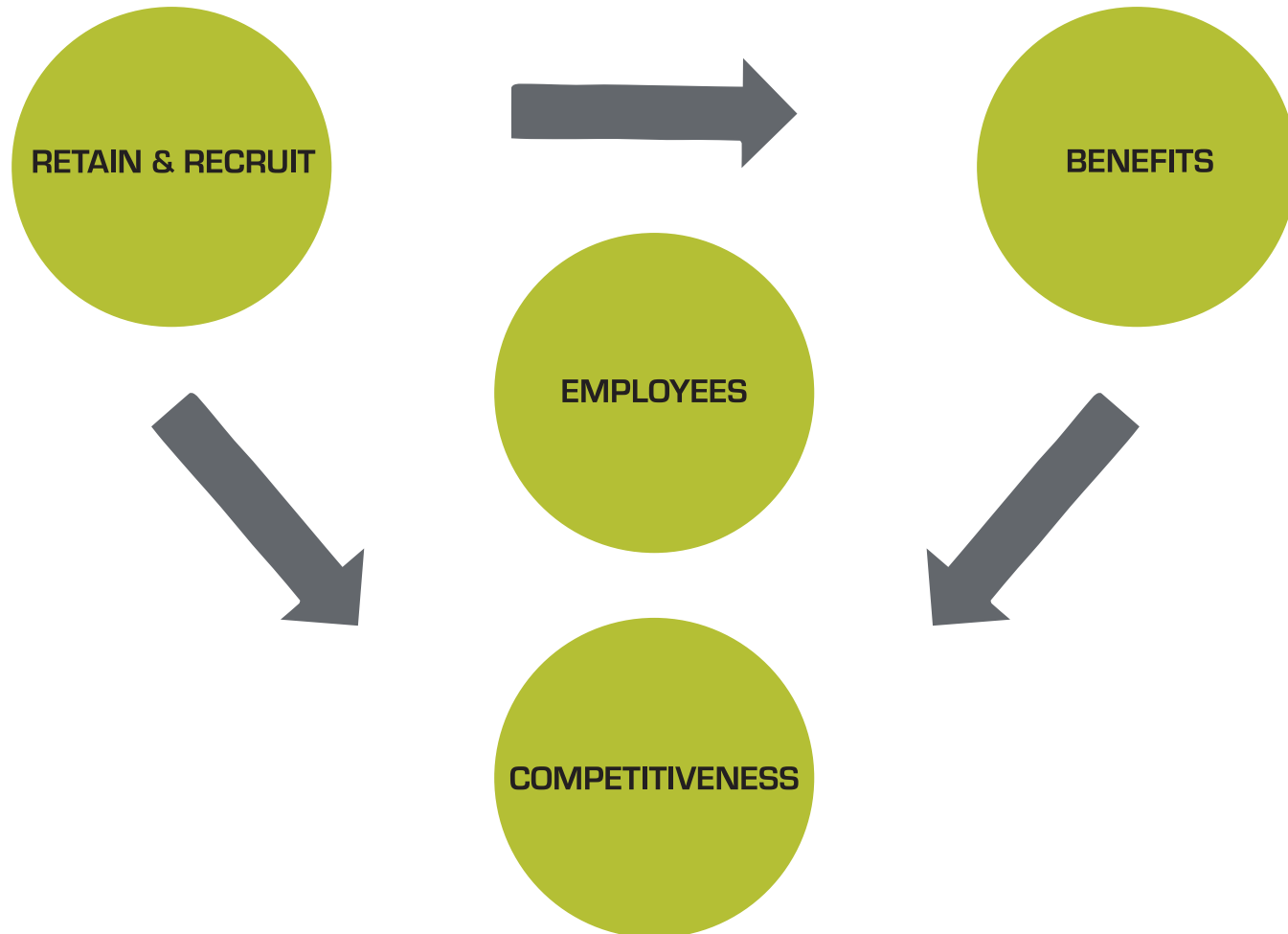
DirectAdvisors - administrators of the DirectAdvisorsTrust

# WHAT WE'LL COVER:

- Prevailing Wage
- Trends in Industry
- Options with Fringe Benefit dollars
- Choices for employees
- Bona-fide benefits
- Supplemental Unemployment

# WHY SHOULD YOU CARE?

- Davis-Bacon Act
- Service Contract Act
- State & Local prevailing wage rules
- ERISA
- IRS rules
- Liability insurance rules
- Workers compensation rules
- Bid cost
- Avoid compliance problems
- Strong benefit programs





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33%





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# UNINTENDED CONSEQUENCES





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# \$2,400





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# OPTIONS







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# CREDIT

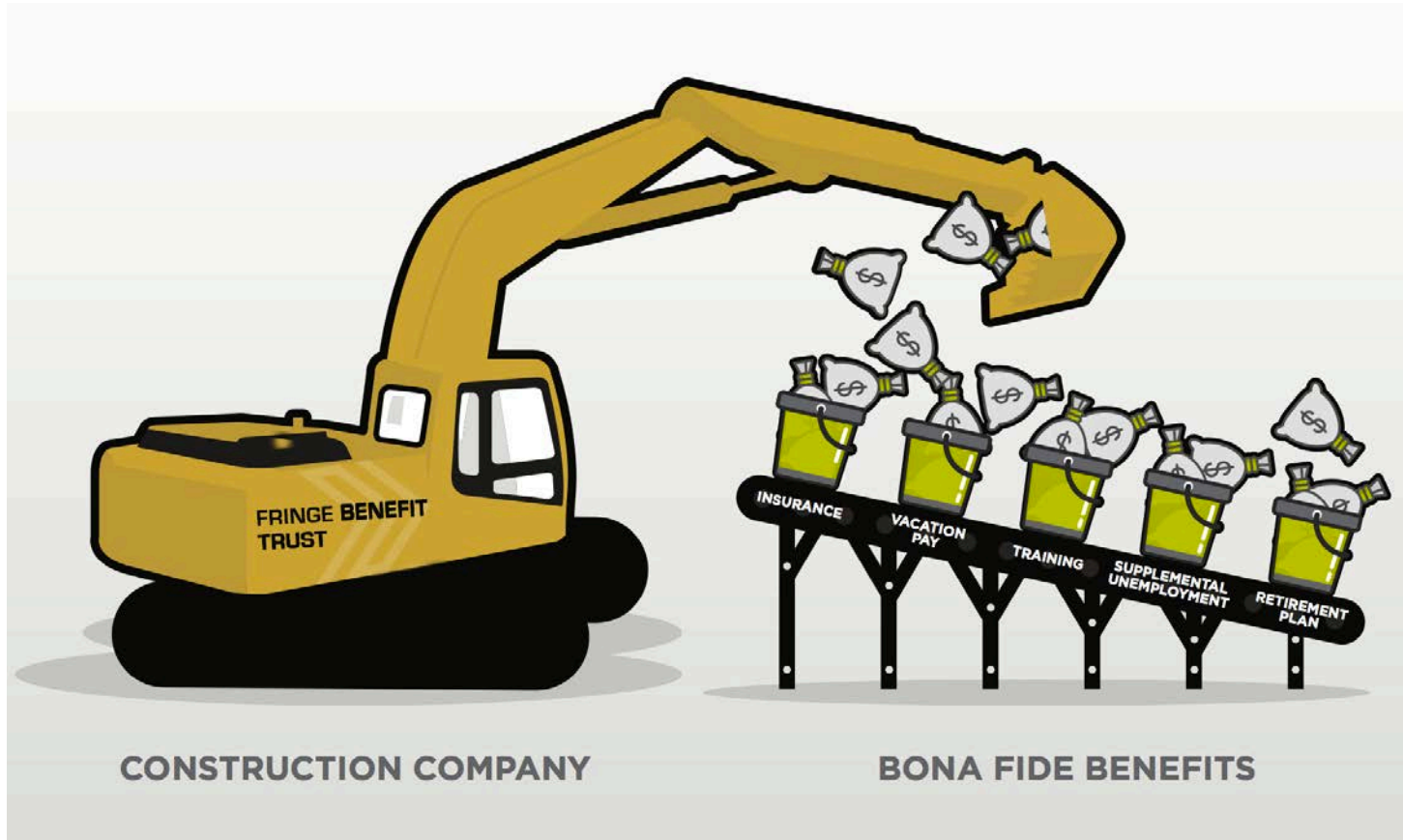




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# UNINTENDED CONSEQUENCES





## CASH

JAN	FEB	MAR	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
\$0	\$0	\$9.3k	\$9.3k	\$9.3k	\$9.3k	\$9.3k	\$9.3k	\$9.3k	\$9.3k	\$0	\$0

## TRUST

JAN	FEB	MAR	APRIL	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
\$4.9k	\$4.9k	\$5.3k	\$5.3k	\$5.3k	\$5.3k	\$5.3k	\$5.3k	\$5.3k	\$5.3k	\$4.9k	\$4.9k



## Rainy Day Fund:





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## Pay Check Calculator:

### Assumptions:

Base Rate	\$28.00
Fringe Rate	\$22.00
Hours	1500
Weeks of Layoff	16
Status	S-1
Labor Burden	33%

	CASH	TRUST	
Gross Pay	\$75,000.00	\$42,000.00	
PTO	\$4,000.00	\$4,000.00	4 Weeks @ \$1,000/Wk
SUB	\$ -	\$10,500.00	16 Weeks @ \$656.25/Wk
EE Taxes	\$ (20,491.04)	\$ (9,157.04)	
Net Pay	<b>\$ 58,508.96</b>	<b>\$47,342.96</b>	
Health	\$8,500.00	\$8,500.00	Individual \$650/ Month
RP Contr	\$3,750.00	\$10,000.00	5% Profit Sharing/PW Contribution
EE Total	<b>\$70,758.96</b>	<b>\$65,842.96</b>	
ER Cost	<b>\$117,320.00</b>	<b>\$89,166.00</b>	



