


<b>Labor Commissioner, State of California</b> Department of Industrial Relations Division of Labor Standards Enforcement Bureau of Field Enforcement- Public Works TEL: (424) 450-2588 Email: aroman@dir.ca.gov	Gavin Newsom, Governor  
DATE: September 27, 2023	In Reply Refer to Case No: 40-75132-155

**CIVIL WAGE AND PENALTY ASSESSMENT**

Awarding Body CITY OF RANCHO SANTA MARGARITA	Work Performed in County of ORANGE	Bond No.
Project Name CENTRAL PARK SPLASH PAD	Project No. 410-900-965,000	DIR Project ID No. 359246
Prime Contractor MICON CONSTRUCTION, INC., A CALIFORNIA CORPORATION	CSLB License No. 744198	Contractor Registration (PWCR) No. 1000009060
Subcontractor(s)	CSLB License No.	Contractor Registration (PWCR) No.
Second or Third-tier Subcontractor, if applicable	CSLB License No.	Contractor Registration (PWCR) No.

works project, compliance with the apprenticeship standards found in Labor Code section 1777.5, compliance with the registration requirements set forth in Labor Code section 1725.5, compliance with the electronic submission of payroll records requirement set forth in Labor Code Section 1771.4, or compliance with the skilled and trained work force requirements found in Chapter 2.9 (commencing with Section 2600) of Part 1 of Division 2 of the Public Contract Code the Labor Commissioner has determined that violations of the Labor Code or Public Contracts Code have been committed by the contractor or subcontractor(s) identified above.

In accordance with Labor Code section 1741, the Labor Commissioner hereby issues this Civil Wage and Penalty Assessment

<b>TOTAL ASSESSMENT:</b>	<b><u>\$14,800.00</u></b>
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The nature of the violations of the Labor Code and the basis for the assessment are as follows:

**Wage Violations:** \_\_\_\_\_  
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 \_\_\_\_\_  
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 \_\_\_\_\_

The attached Audit Summary further details the basis for this Assessment and itemizes the calculation of wages and penalties due under Labor Code sections 1775 and 1813, if applicable.

The Labor Commissioner has determined the total amount of **wages** due is: \$0.00

The Labor Commissioner has determined the total amount of **Training Funds** due is: \$0.00

The Labor Commissioner has determined the amount of penalties assessed under Labor Code section 1775 is: \$0.00

The Labor Commissioner has determined the amount of penalties assessed under Labor Code section 1813 is: \$0.00

STATE LABOR COMMISSIONER

By Alfredo Roman  
 Alfredo Roman

PW 33 (Revised - 7.7.23)

(continued on next page)

**Apprenticeship Violations:** Micon Construction, Inc. failed to hire apprentices in at least the minimum ratio of one apprentice hour for every five journeyman hours for the work it performed in the following four apprenticeable classifications: Bricklayer/Mason Finisher, Laborer, Landscape Irrigation Laborer, Plumber: Landscape Irrigation Fitter.

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The Labor Commissioner has determined the amount of penalties assessed under Labor Code section 1777.7 is:

\$14,800.00  
(185 violations x \$80)

Labor Code Section 1776 Violations: \_\_\_\_\_

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The Labor Commissioner has determined the amount of penalties assessed under Labor Code section 1776(h) against \_\_\_\_\_

\$0.00

The Labor Commissioner has determined the amount of penalties assessed under Labor Code section 1771.1 against

General contractor	<u>\$0.00</u>
Subcontractor	<u>\$0.00</u>
Second-tier subcontractor	<u>\$0.00</u>
Third-tier subcontractor, if applicable	<u>\$0.00</u>

The Labor Commissioner has determined the total amount of penalties assessed under Chapter 2.9 (commencing section 2600) Part 1 of Division 2 of the Public Contract Code is:

\$0.00

Other Violations: \_\_\_\_\_

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Other Penalties:

The Labor Commissioner has determined the amount of penalties assessed under Labor Code section 1771.4 \$0.00

**Please refer to page 6 for specific withholding obligations pertaining to these amounts.**

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### Notice of Right to Obtain Review - Formal Hearing

In accordance with Labor Code section 1742, an affected contractor or subcontractor may obtain review of this Civil Wage and Penalty Assessment by transmitting a written request to the office of the Labor Commissioner that appears below within 60 days after service of the assessment.

**To obtain a hearing, a written Request for Review must be transmitted to the following address:**

Labor Commissioner - State of California Civil Wage and Penalty Assessment Review Office  PO BOX 32889 Long Beach, CA 90832
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A Request for Review either shall clearly identify the Civil Wage and Penalty Assessment from which review is sought, including the date of the assessment, or it shall include a copy of the assessment as an attachment, and shall also set forth the basis upon which the assessment is being contested. In accordance with Labor Code section 1742, the contractor or subcontractor shall be provided an opportunity to review evidence to be utilized by the Labor Commissioner at the hearing within 20 days of the Labor Commissioner's receipt of the written Request for Review.

**Failure by a contractor or subcontractor to submit a timely Request for Review will result in a final order which shall be binding on the contractor and subcontractor, and which shall also be binding, with respect to the amount due, on a bonding company issuing a bond that secures the payment of wages and a surety on a bond. Labor Code section 1743.**

In accordance with Labor Code section 1742(d), a certified copy of a final order may be filed by the Labor Commissioner in the office of the clerk of the superior court in any county in which the affected contractor or subcontractor has property or has or had a place of business. The clerk, immediately upon the filing, shall enter judgment for the State against the person assessed in the amount shown on the certified order.

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### Payment of Civil Wage and Penalty Assessment

Payment of the assessed wages and/or penalties, including interest on all due and unpaid wages pursuant to Labor Code section 1741(b), must be made by check or money order payable to the Division of Labor Standards Enforcement and mailed to the following address along with a copy of this Civil Wage and Penalty Assessment:

State of California - Department of Industrial Relations  
Division of Labor Standards Enforcement - Cashiering Unit  
2031 Howe Avenue, Suite 100  
Sacramento, CA 95825-0196

**(Please DO NOT send check for escrow deposit to this address)**

### Opportunity for Settlement Meeting

In accordance with Labor Code section 1742.1(c), the Labor Commissioner shall, upon receipt of a request from the affected contractor or subcontractor within 30 days following the service of this Civil Wage and Penalty Assessment, afford the contractor or subcontractor the opportunity to meet with the Labor Commissioner or his or her designee to attempt to settle a dispute regarding the assessment. The settlement meeting may be held in person or by telephone and shall take place before the expiration of the 60-day period for seeking a hearing as set forth under the heading Notice of Right to Obtain Review. No evidence of anything said or any admission made for the purpose of, in the course of, or pursuant to, the settlement meeting is admissible or subject to discovery in any administrative or civil proceeding. This opportunity to timely request an informal settlement meeting is in addition to the right to obtain a formal hearing, and a settlement meeting may be requested even if a written Request for Review has already been made.

**Requesting a settlement meeting, however, does not extend the 60-day period during which a formal hearing may be requested.**

A written request to meet with the Labor Commissioner or his or her designee to attempt to settle a dispute regarding this assessment must be transmitted to at the following address:

State of California - Department of Industrial Relations  
Division of Labor Standards Enforcement - Public Works Unit  
2031 Howe Avenue, Suite #100  
Sacramento, CA 95825

**(Please DO NOT send request for review to this address)**

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### Liquidated Damages

In accordance with Labor Code section 1742.1(a), after 60 days following the service of this Civil Wage and Penalty Assessment, the affected contractor, subcontractor, and surety on a bond or bonds issued to secure the payment of wages covered by the assessment shall be liable for liquidated damages in an amount equal to the wages, or portion that still remain unpaid. If the assessment subsequently is overturned or modified after administrative or judicial review, liquidated damages shall be payable only on the wages found to be due and unpaid.

Notwithstanding the above, in accordance with Labor Code section 1742.1(b), there shall be no liability for liquidated damages if **the full amount of the assessment or notice, including penalties**, has been deposited with the Department of Industrial Relations, within 60 days following service of the Assessment or Notice, for the Department to hold in escrow pending administrative and judicial review. The Department shall release such funds, plus any interest earned, at the conclusion of all administrative and judicial review to the persons and entities who are found to be entitled to such funds.

**The full amount of the assessment that should be deposited is:**

**\$14,800.00**

Deposits must be made by check or money order payable to the Department of Industrial Relations with a cover letter and a copy of the Civil Wage and Penalty Assessment and mailed to:

Department of Industrial Relations Attention Cashiering Unit P.O. Box 420603 San Francisco, CA 94142
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**Statutory Withholding Obligations**

**1. Awarding Body Withholding Obligations:**

In accordance with Labor Code section 1727(a), before making payments to the contractor of money due under a contract for public work, the awarding body shall withhold and retain therefrom all amounts required to satisfy this Civil Wage and Penalty Assessment. The amount required to satisfy this Civil Wage and Penalty Assessment shall not be disbursed by the awarding body until receipt of a final order that is no longer subject to judicial review.

**The amount which must be withheld and retained by the awarding body pursuant to this Civil Wage and Penalty Assessment is:**

Wages Due:	\$	-
Training Funds Due:	\$	-
Penalties Due Under Labor Code section 1775:	\$	-
Penalties Due Under Labor Code section 1813:	\$	-
Penalties Due Under Labor Code section 1777.7:	\$	14,800.00
Penalties Due Under Labor Code section 1776(h):	\$	-
Penalties Due Under Labor Code section 1771.1:	\$	-
Penalties Due Under Labor Code section 1771.4	\$	-
Penalties Due Under Public Contract Code section 2603:	\$	-
<b>Total Withholding Amount:</b>	<b>\$</b>	<b>14,800.00</b>

**2. Prime Contractor Withholding Obligations:**

In accordance with Labor Code section 1727(b), if the awarding body has not retained sufficient money under the contract to satisfy this Civil Wage and Penalty Assessment based on a subcontractor's violations, the contractor shall, upon the request of the Labor Commissioner, withhold sufficient money due the subcontractor under the contract to satisfy the assessment and transfer the money to the awarding body. This amount shall not be disbursed by the awarding body until receipt of a final order that is no longer subject to judicial review.

**If this box is checked,** the Labor Commissioner hereby requests that the prime contractor withhold the following amount from money due the subcontractor and transfer the money to the awarding body to satisfy this assessment:

Wages Due:	\$	-
Training Funds Due:	\$	-
Penalties Due Under Labor Code section 1775:	\$	-
Penalties Due Under Labor Code section 1813:	\$	-
Penalties Due Under Labor Code section 1777.7:	\$	14,800.00
Penalties Due Under Labor Code section 1776(h):	\$	-
Penalties Due Under Labor Code section 1771.1:	\$	-
Penalties Due Under Labor Code section 1771.4	\$	-
Penalties Due Under Public Contract Code section 2603:	\$	-
<b>Total Withholding Amount:</b>	<b>\$</b>	<b>14,800.00</b>

**Distribution:**

- Awarding Body
- Prime Contractor

STATE OF CALIFORNIA  
DEPARTMENT OF INDUSTRIAL RELATIONS - DIVISION OF LABOR STANDARDS ENFORCEMENT

**CERTIFICATION OF SERVICE BY MAIL  
(C.C.P. 1013a) OR CERTIFIED MAIL**

I, Alfredo Roman, do hereby certify that I am a resident of or employed in the County of Los Angeles, over 18 years of age, and not a party to the within action, and that I am employed at and my business address is:

Division of Labor Standards Enforcement  
Bureau of Field Enforcement  
1500 Hughes Way, Suite C-202  
Long Beach, CA 90810

On September 27, 2023, I served the within: (1) Civil Wage and Penalty Assessment

by placing a true copy thereof in an envelope addressed as follows:

#40-75132-155 CWPA#  
CITY OF RANCHO SANTA MARGARITA  
22112 EL PASEO  
RANCHO SANTA MARGARITA, CA 92688

#40-75132-155 CWPA#  
MITCH G HOLLE  
MICON CONSTRUCTION, INC.  
1616 SIERRA MADRE CIRCLE  
PLACENTIA, CA 92870

#40-75132-155 CWPA#  
KIMBERLY MANNING  
MICON CONSTRUCTION, INC.  
4 HUTTON CENTRE DRIVE, SUITE 900  
SANTA ANA, CA 92707

and then sealing the envelope and with postage and certified mail fees (if applicable) thereon fully prepaid, and then depositing it in the United States mail in Long Beach by:

- Ordinary first class mail  
 Certified mail  
 Registered mail

*I certify under penalty of perjury that the foregoing is true and correct*

Executed on September 27, 2023, at Long Beach, County of Los Angeles, California

  
\_\_\_\_\_  
SIGNATURE

STATE CASE NO.  
40-75132-155  
PW 34 (Revised - 4/2002)