



Managing crews and individual employee’s time on jobs and contracts while staying in compliance with prevailing wages, fringe rate and union requirements, continues to become more complex for construction companies. Some of the common challenges facing construction companies are:



### Time Collection and Tracking

Ensuring that their employees’ hours and earnings are being accurately captured and applied to the respective jobs, contracts, etc.



### Compliance

Many construction companies work on **government-funded projects** and are required to ensure they are in compliance with Prevailing Wage and other employee benefits under the Davis Bacon Act. These rates can be project-specific based on where the job is located. Many of these companies also work with **unions** that require compliance with Collective Bargaining Agreements (wages and benefits).



### Reporting

Many construction companies work on government projects requiring them to submit **Certified Payroll Reports** each pay period verifying they paid their employee’s compliant rates for work performed.

**Pre-Evaluation Questions:**

**1) How do you capture time and job/project information for payroll and job costing purposes?**

Many construction companies still rely on Excel or manual timecards which are unreliable and time consuming to manage.

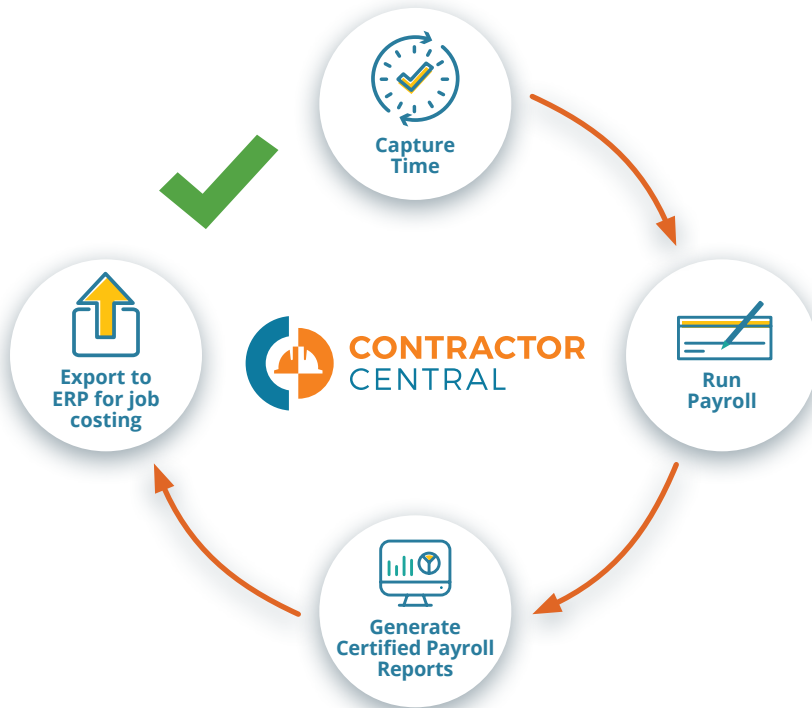
**2) How are you staying in compliance with federal, state and local Prevailing Wage and Fringe Rate and union requirements?**

Construction companies need to accurately manage and assign the different rates by project, job location, and union. Trying to stay in compliance with new and changing projects using manual methods can expose a company to wage and hour violations and significant government fines.

**3) How do you manage your Certified Payroll Reports to government agencies?**

Many construction companies print the reports from the Department of Labor website and complete them manually. Manual reports are time consuming, error prone and difficult to justify if audited.

**How IDI Extends Your HCM Workforce Management System:**



**Prevailing Wage Solution**

- Determine appropriate Prevailing Wage and corresponding Fringe Rate based on the client's specific project rates.
- Ensures employee gets FLSA compliant overtime rate.
- Assign day of week and other logic for Certified Payroll Reports

**Union Logic**

- If multiple unions are involved, determine appropriate union rates based on contracts

**Certified Payroll Reports**

- Hosted solution that reads payroll results and automates the creation of a client's Federal, State and local reports

**ERP Integration**

- Certified connections to leading ERPs
- To the Job Cost level

**Financial Impact on P&L:**

- **Cost savings** by avoiding government fines for wage & hour or other compliance violations.
- **Time/cost savings** with automated, accurate creation of Certified Payroll Reports.
- **Win more government business** demonstrating automated systems (vs manual).