

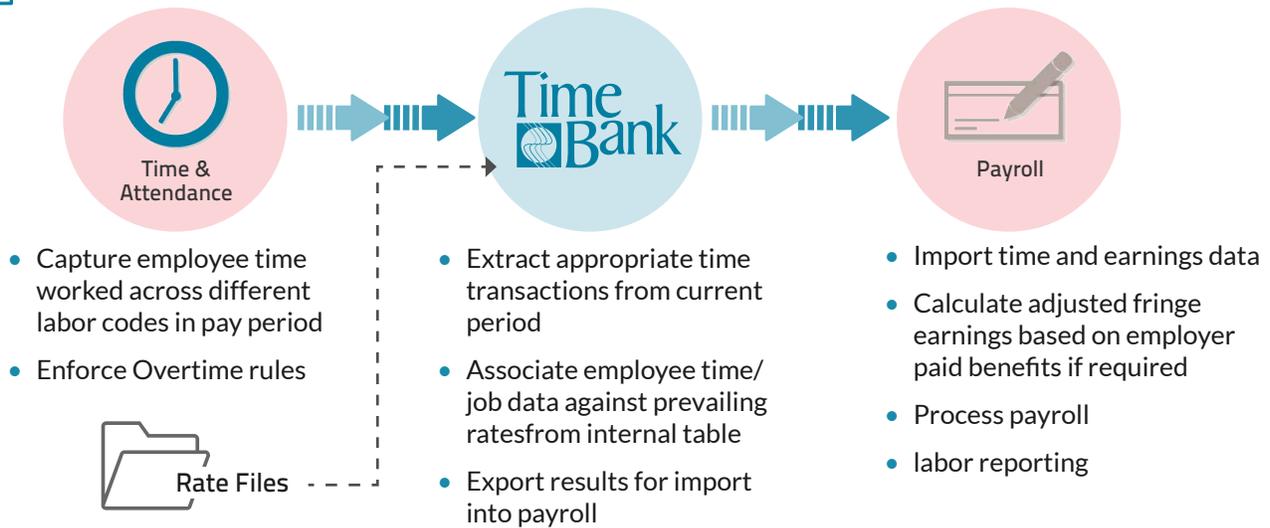
IDI Time Bank Solutions: Prevailing & Fringe Wage Rates



Our Time Bank™ **Prevailing Wage Rates** solution is designed for companies that work on government projects that require paying a job and location specific wage for worked performed (<http://www.dol.gov/whd/recovery/pwrp/toc.htm>). Typically these clients have several variables that influence the government wage decision pay rate (see example below). Companies who are required to submit certified payroll reports may need this solution.

Job		Work Class		State		Prevailing Rate	Fringe Rate	Effective Date
11011	Job ABC	101	Carpenter	NJ	New Jersey	27.58	2.18	12/31/18
11011	Job ABC	105	Plumber	NJ	New Jersey	22.38	2.18	12/31/18
11012	Job XYZ	101	Carpenter	NJ	New Jersey	25.53	2.54	12/31/18
11012	Job XYZ	101	Carpenter	NJ	New York	26.89	3.17	12/31/18

Data/System Flow



For prevailing wage rate clients, the employee time worked across multiple labor codes is captured in the time & attendance module.

Time Bank is configured to store (in a user-maintained table) or read (from a client-provided comma-delimited file) the client's prevailing wage rate and fringe rates. When Time Bank is run at the end of the pay period, it retrieves the time and labor information from the time system and associates the specific rates of pay and fringe earnings with the certified job and worker classification. The hours and the rates for prevailing wage and full fringe earnings (worked hour multiplied by the worked hours) results are passed to payroll.

Time Bank also maps the temporary cost number to payroll including, but not limited to, the following fields.

Note that the field order and use of delimiters can be defined for each client.

- The day of week indicator (01 – 07 for weekly pay cycles, 01-14 for biweekly pay cycles)
- State Worked
- Local Worked
- Labor Distribution (worked department, job, work classification, union, jurisdiction, etc.)

Payroll can then apply the necessary calculations to pay fringe earnings minus any employer paid benefits.



Pay Highest Rate Policy

If the client pays the higher of the base wage rate or the prevailing wage rate, there are two options to accommodate this common requirement:

1. If the Prevailing Wage vs. Base Rate comparison does not require factoring in the Fringe and Deduction amounts for the wage decision, then this comparison can be provided in Time Bank
2. If the Prevailing Wage vs. Base Rate comparison is done after the fringe has been calculated and included with the prevailing rate, payroll will provide the logic. This type of comparison includes all client required calculations to reduce fringe earnings by employer paid benefits.



Processing Frequency:

- Once per pay period (end of pay period)

Payroll Admin User Steps

1. Export current rate matrix and save as CSV or update Time Bank rate table with current prevailing wage and fringe rates with new or revised jobs and rates for new contracts
2. Run Time Bank (double click icon)
3. Import Time Bank file into Payroll
 - Payroll applies calculations as needed
 - Review results and process payroll

“ I love the Time Bank prevailing wage solution, it saves me a day’s worth of work! ”

Laura Mitchell,
RPMx Construction

Sample Prevailing Wage Rate Example

Information captured in time & attendance system-- Employee example timecard entries:

- 8 hours of Regular/Straight Time to Job 1011 Work Class 101 on Monday
- 8 hours of Regular/Straight Time to Job 1011 Work Class 101 on Tuesday
- 10 hours of Regular/Straight Time to Job 1012 Work Class 101 on Wednesday
- 10 hours of Regular/Straight Time to Job 1012 Work Class 101 on Thursday
- 6 hours of Regular/Straight Time to Job 1012 Work Class 101 on Friday
- 5 hours of Overtime Job 1012 Work Class 101 on Friday



Time Bank Processing:

Time Bank imports client rates file to populate internal rate table. Assumption for this example is that the job is always state specific. Time Bank will translate the job to the state. The state is therefore not required on the timecard entry. Time Bank will translate the job entered on the timecard to the worked state.

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For this example, assume the payroll temporary cost number format is:

dd-jjjj-ccc-ss where dd is the day of week, jjjj is the job, ccc is the work class, and ss is the worked state.

Assume fringe hours map as memo amounts with the fringe rate.

Transactions will be sent to payroll for processing:

8.00 Reg hours with Temp Cost Number 01-1011-101-NJ @ Temp Rate 27.58 and 17.44 earnings 3 with code FRG

8.00 Reg hours with Temp Cost Number 02-1011-101-NJ @ Temp Rate 27.58 and 17.44 earnings 3 with code FRG

10.00 Reg hours with Temp Cost Number 03-1012-101-NJ @ Temp Rate 25.53 and 25.40 earning 3 with code FRG

10.00 Reg hours with Temp Cost Number 04-1012-101-NJ @ Temp Rate 25.53 and 25.40 earnings 3 with code FRG

6.00 Reg hours and 5 OT hours with Temp Cost Number 05-1012-101-NJ @ Temp Rate 25.53 with 27.94 with code FRG

Other Commonly Requested IDI Solutions

Certified Payroll Reports and ERP Integration

Here is a link to a video about our Contractor Central suite of solutions that ensures employees are paid correctly, automates the creation of Certified Payroll and other reports, and exchanges data with leading ERP/Job Cost systems: <https://youtu.be/u5xybkleg14>

Contact IDI at **866-846-3226 option 1** or sales@idesign.com to discuss our solutions.