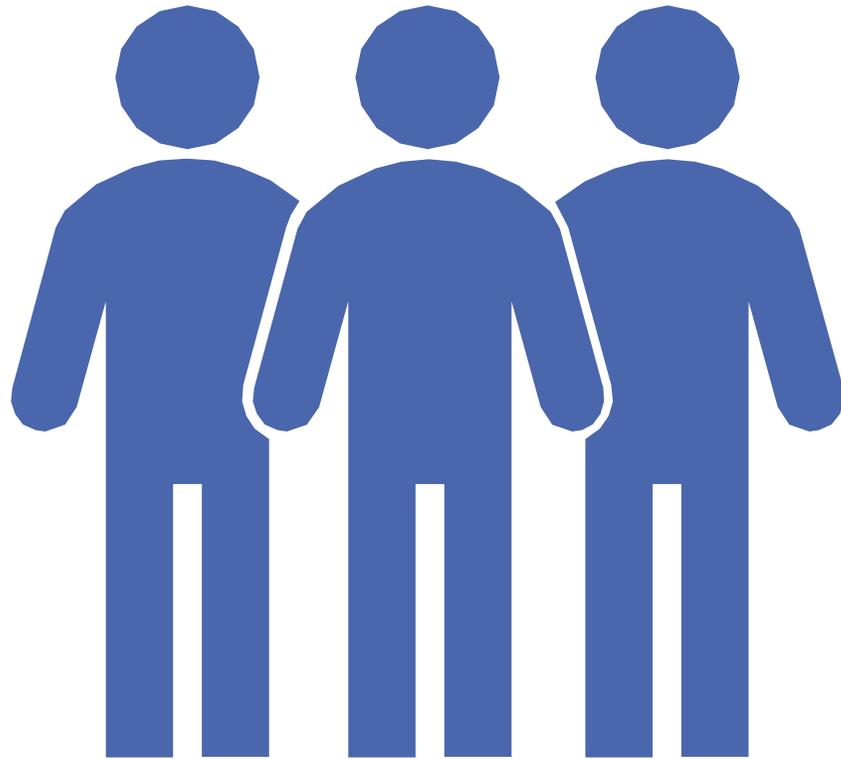




# AASHTOWARE PROJECT CIVIL RIGHTS & LABOR™ (CRL)

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## Salaried Employees

Salaried individuals that are not working in a Prevailing Wage/Davis Bacon Classification will not appear on the Electronic Certified Payroll.

If they are working in a classification such as Operator or Truck Driver, for 20% or more of their time, will need appear on a Certified Payroll.

Whether using the xml file Import, Spreadsheet or Manual entry to enter a payroll, an employee's hourly wage must at least meet the Prevailing Wage for the Classification. This includes Zone and Fringe Pay.

Hours

SUN	MON	TUE	WED	THU	FRI	SAT
20	21	22	23	24	25	26

Salaried Employee Hours

	8.00	8.00				
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Total Project Classification Salaried Hours \*

16.00

Calc Total Project Classification Salaried Hours

Total Pay Period Salaried Hours \*

40.00

Wages

Normal Salary \*

2,000.00

Calc Salaried Average Hourly Rate

Total Gross Pay \*

2,000.00

Calc Salary Project Total Amount

Calc Total Pay

Net Pay \*

1,880.00

Total Deductions \*

120.00

FICA Withholding Amount

30.00

Federal Withholding Amount

30.00

State Withholding Amount

30.00

Medicare Withholding Amount

30.00

Fringe Benefits Total

In this example, the Employee is an Electrician. The Hourly Rate is \$32.74 plus \$13.42 Fringe for a Total of \$46.16 The Salaried Employee must be at least making that rate for the hours worked in the Classification. Normal Salary divided by Total Pay Period Salaried Hours  $\$2000.00/40 = \$50.00$  per hour and meets the requirement (\$46.16). If it doesn't then a payroll exception will be generated.

Example of Spreadsheet entry.

Select Employee		O.T.	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	49.1100	
UPN#		S.T.	0.00	8.00	8.00	0.00	0.00	0.00	0.00	0.00	16.00	32.74
		S.H.	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
Craft Code	Electrician											
Labor Code	Electrician - Zone 1											
		OJT %	Apprentice ID		Apprentice Wage %		Lump Sum	Project Gross				
ELEC	ELECZ1						214.72	738.56				
Salaried Employee Only		Gross Pay	FICA	Federal Income Tax	State	Medicare	Other Deductions	Total Deductions	NET WAGES			
Total Pay Period Salaried Hours	Normal Salary	2000.00	30.00	30.00	30.00	30.00	0.00	120.00	1880.00			
40	2000.00											

Overtime Rate

Hourly Rate

Classification Gross Pay (Manually add the Lump Sum amount to total)

The Classification Hourly Rate is \$32.74 plus \$13.42 Fringe for a Total of \$46.16. Normal Salary/40 Hours = \$50.00 per hour, meeting the Prevailing Wage requirement

Cash Fringe (Hourly rate x Hours worked, both Straight & Overtime)  
 $\$13.42 \times 16 = \$214.72$

# Exempt Employees

Categories of workers normally considered not to be laborers or mechanics when, in the course of their duties, they perform no manual or physical work on the construction project are:

- Architects and engineers
- Timekeepers
- Inspectors
- Owner/Operators of heavy hauling trucks
- Material Suppliers who deliver to the site and do not place material

Company Owners: An individual who owns at least a bona fide 20 percent equity interest in the business and is actively engaged in its management is considered a bona fide executive and is exempt from Prevailing Wage/Davis Bacon Requirements.



NEED ASSISTANCE OR HAVE  
QUESTIONS?

AASHTOWARE SUPPORT

EMAIL

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