AASHTOWARE PROJECT
CIVIL RIGHTS & LABOR™ (CRL)

Montana Department of Transportation (MDT)
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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 a 40 work week, 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.

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.
When a salaried employee's hourly rate does not meet the classification pay requirement, add the hourly difference between the salaried rate and the project's classification rate (base rate + zone pay + fringe).

Example:
If the Normal Salary is $2000.00, divide that by Total Salaried hours 53.50 for the week = 2000.00/53.50 = 37.38 salaried hourly rate.

If the salaried person is working as a Power Equipment Operator Group 2, Zone 3 = 28.55 Base + 3.00 Zone + 10.40 Fringe) =41.95 – 37.38 = 4.57 difference per hour.

If out of those 53.50 hours, 10 were on the project, the Lump Sum box would have the total of 45.70. This is added the Pay Period Total Gross Pay for 2045.70.

The Total Gross Pay will be the Normal Salary plus the Lump Sum total.
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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