



eComply Compliance Management

Streamline labor compliance efforts, including wage and certified payroll, and always be audit-ready

In 2023, the US Labor Department's wage enforcement arm assessed \$26 million in fines against employers and recovered about \$212.3 million in back wages*. This is why it's critical for agencies that use public funds for their projects to submit accurate reports that demonstrate they are complying with the Federal Davis-Bacon Act, as well as other state and local wage rates and rules. This process can become complicated quickly with frequent rate changes, time-consuming data entry and calculations, a growing network of contractors and subcontractors, extensive paperwork, and rising costs. Also, making timely payments to workers can be difficult if the contractors aren't monitoring worker hours and wage rates in a consistent manner.

These complexities are compounded by the sheer nature of public works projects. Prime and general contractors oversee multiple subcontractors who hire hundreds, if not thousands, of workers per job. Each contractor has their own method of tracking their workers, wages, hours, and job responsibilities. When these processes are done manually, in spreadsheets, the data can be trapped in disparate locations, making it time-consuming to pull all of the data into one report. Accuracy of the data is also a significant factor, as there can be penalties for not paying the correct wages to workers or using a worker in a role for which they aren't contracted.

Most systems in the market lack the capabilities to manage compliance regulations or the flexibility necessary to be configured for each agency's differing

needs. A modern solution should include real-time wage management, automatically comparing wages paid to workers against the prevailing wage rates to ensure compliance. It should also store information related to apprenticeship programs and track apprentice-to-journeymen ratios. Additionally, the system should track payments from agencies to prime contractors, and from prime contractors to their subcontractors.

The eComply Compliance Management module is a solution that offers all of these features and functionalities on a single platform. It streamlines the review of certified payroll reports (CPRs) against federal, state, and local laws (as well as project labor agreements), offers import options from contractors' payroll systems, includes the entry of all applicable rates (including increases) as part of its standard service, and provides 160 standard reports and an ad-hoc reporting feature to meet the needs across any organization.

In addition to managing CPRs, eComply's Compliance Management also utilizes the data from employee profiles to provide accurate workforce reporting related to disadvantaged status, zip code, or any other metric an organization would like to track (the fields are easily configurable during initial implementation). Tracking workforce utilization can be tied to goal setting for policy initiatives or requirements. Once a goal is set, performance against those goals can be tracked in real-time, which allows agencies to make effective decisions as they arise. For existing clients, B2Gnow integrates to eComply eliminating duplicate data entry.

* <https://news.bloomberglaw.com/daily-labor-report/wage-division-reports-banner-year-for-fines-record-low-actions>

Key Features

Certified Payroll Tracking

Real-Time Rate Management: B2Gnow/eComply staff manage prevailing wage rates throughout the project lifecycle at no extra cost.

Fringe Benefit Tracking: Monitors employee compensation beyond hourly wages, including health insurance, pensions, and vacation.

Certified Hourly Reporting: Tracks employee work hours for local organizational requirements.

Automated Verification: Verifies submitted Certified Payroll Reports (CPRs) against a rates database, flagging non-compliance.

Communications & Notifications: Allows clients to reject non-compliant CPRs, notify contractors with templated emails, and manage corrections.

Workforce Utilization

Employee Details: Employees self-complete profiles with demographic data (e.g., ethnicity, gender), reducing agency data entry.

Worker & Demographic Goal Tracking: Captures and reports diversity breakdowns (e.g., small, disadvantaged business, or veteran) against contract goals.

Local Hire Prioritization: Tracks and monitors local resident hire, utilizing GIS to verify worker proximity.

Contract Commitment Matching: Provides metrics on contract commitments, workforce utilization, and allocated dollar amounts for specific business statuses.

Correspondence Module

In-System Communication: Facilitates documented, auditable communication between agencies and vendors within the system.

Apprentice Reporting

Apprentice-to-Journeyman Ratios: Tracks and reports on ratios and apprenticeship hours to ensure compliance.

Apprentice Certifications: Stores and manages certifications for easy access during audits.

Reporting

160+ Standard Reports: Offers real-time access to over 160 standard reports for tracking compliance status and identifying discrepancies.

Ad-Hoc Reporting Tool: Enables creation of custom reports via Open Data Protocol (OData).

Payment Tracking

Timely Payment Monitoring: Agencies and contractors can track payment status, including confirmations and disputes.

Detailed Reporting: Generates payment breakdown reports by project or contractor.

In-System Documentation: Allows uploading of checks for documentation.

Documents Repository

Unified Interface: Easily retrieve and share project-related documents.

Mapped Documents: Attach documentation to company, employee, or project levels with configurable privileges.

Search, Sort & Share: Users can efficiently search, sort, and share documents locally, with contractor teams, or with clients.

Security: Set permissions for document access, editing, and visibility based on roles.

Benefits:

- ✓ Minimizes the risk of penalties and fines from the Department of Labor.
- ✓ Digitizes compliance management processes, improving reporting efficiencies and accuracy.
Provides an easy way for prime contractors to report wage value and payment history to agencies.
- ✓ Assures contract owners that laborers working on their projects are paid fair wages.
- ✓ Automates matching and validation of pay rates against the prevailing wage in their region.
- ✓ Transitions all documentation to digital, removing paper-based documents from the process.
- ✓ Maintains all communications and documentation in-system for easy reference during audits.
- ✓ For existing clients, users benefit from the ability to share data from B2Gnow to eComply.