

A Comprehensive Checklist for Construction Payroll Compliance

Seven places payroll breaks — and the fastest way to close each gap before it costs you backpay, an audit or a contract.

☐ WAGE & PREVAILING RATE COMPLIANCE

Rates vary by project and jurisdiction

Federal, state and Davis-Bacon rates shift by project, jurisdiction and trade — miss one and you're paying the difference.

FIX: Auto-apply the correct rate per job.

☐ FRINGE & UNION OBLIGATIONS

Missed contributions invite DOL scrutiny

Dues, contributions and fringe obligations shift with every union and locality — errors lead to back payments or debarment.

FIX: Track obligations by trade and project — not after the fact.

☐ CERTIFIED PAYROLL

Late or wrong weekly reports trigger audits

Weekly certified payroll reports are mandatory on government-funded work — errors can cost you future contract eligibility.

FIX: Skip the spreadsheets and get software-generated reports.

☐ PAYROLL TAX FILING & DEPOSITS

Late or wrong filings compound

Federal, state and local payroll taxes must be calculated, deposited and reported accurately in every jurisdiction you work in.

FIX: Automate filings by using a payroll service.

☐ WORKER CLASSIFICATION

One wrong classification = years of liability

Misclassifying a trade or contractor status can surface backpay long after the job ends.

FIX: Track classifications by job.

☐ RECORDKEEPING

Retention rules vary by record

Payroll, certified payroll and fringe documentation each carry different retention requirements.

FIX: Store everything centrally, in one secure system.

☐ MULTI-STATE PAYROLL

Every state line adds new rules

Withholding, overtime and recordkeeping requirements shift with every state you work in.

FIX: Automate the calculations.

See how FOUNDATION® handles prevailing wage, certified payroll, union reporting and multi-state compliance in one accounting system.