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Local Government Interim Committee

67th Montana Legislature

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ELLIE BOLDMAN
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TONI HENNEMAN, Lead Staff
JULIE JOHNSON, Staff Attorney
BRI NORDHAGEN, Secretary

May 12, 2022

FROM: Toni Henneman

RE: Prevailing wage compliance software systems

LGIC Members:

At the March meeting, members expressed interest in prevailing wage compliance software systems. The request followed a discussion and explanation of the system used by the Washington State Department of Labor and Industry and a walk through of the system currently used by the Montana Department of Transportation. The Washington system was custom-built, and MDT uses AASHTOWare, a program specifically designed for transportation projects. Neither system is available for general construction project use in Montana.

Finding alternative software options proved difficult since companies requested a level of detail that I am not able to provide. I reached out to four companies, two of which responded back with additional information. Included is information sent from the two companies I talked with remotely: LCPTracker and eComplySolutions.

The two companies contacted who did not respond were eBacon and SkillsSmart.

This handout is not intended to provide all available options. The committee may be better served working with the Department of Labor and Industry to determine the desired software system specifications and to provide information needed to acquire accurate pricing information.

Sincerely,

Toni Henneman

LCPtracker Professional

[INFO]



The Preferred Construction Site Compliance Solution

- Saves time for the agency, prime and subcontractor
- Saves money by reducing the administrative work
- Cloud-based, highly automated system streamlines processes
- Dramatically reduces the risk of fines and negative audits
- World-class, hands-on support and training from the LCPtracker support team

Core Functionality

- Prevailing Wage/Davis Bacon Compliance and Reporting
- Workforce Demographics Tracking and Reporting
- Living/Minimum Wage Compliance
- Document Management
- Contractor/Administrator Communications
- Paper Free
- Online Access

LCPtracker Professional is a powerful cloud-based, prevailing wage and workforce compliance and management solution. It is ideal for Agencies and Prime Contractors working on construction projects who need to generate certified payroll reports and may need to track and enforce detailed worker information for compliance and workforce reporting. The software is comprehensive, easy to deploy, configurable, user-friendly, highly scalable, and time-tested in thousands of construction projects throughout the nation.

The core LCPtracker validation system checks payrolls for local, state, and federal Davis-Bacon wage and labor compliance by flagging any error or omission discrepancies the contractor may have on a report. Our software streamlines the process of inputting payrolls for contractors by interfacing with top payroll companies by a simple three step manual reporting process. Administrators can easily view, approve or reject payrolls and provide immediate feedback to contractors.

[Info: lcptracker.com/solutions/lcptracker](https://lcptracker.com/solutions/lcptracker)

FOR PREVAILING WAGE AND WORKFORCE MANAGEMENT

Benefits for Administrators and Prime Contractors

- Fast easy startup in as little as a week
- Up to 80% savings of prevailing wage administrative costs as reported by our clients
- Automatic checking of certified payroll reports for compliance with wage and hour laws and prevailing wage laws
- Automatic logging and filing of certified payroll reports and related documents
- Provides the ability to identify problems when they first occur so prompt action can be taken
- All certified payroll reports are in the same format and refer to the exact prevailing wage craft names
- Automatic notification of compliance violations
- Communication with contractors with automatic audit trails
- Ability to specify associated documents required such as contractor license, insurance certificate, and apprentice certification
- Checks Federal (Davis Bacon), state, and local hire requirement simultaneously
- Site interview tool.
- Ability to create files for importing into government compliance monitoring systems: California DIR XML, Maryland CPR Upload, BRJP (City of Boston), ENG3180 (Army Corps of Engineers)
- Extensive reports on:
Contractors, Employees, Documents Submitted/Due, Certified Payroll Report logs, Workforce (Gender, Local, Ethnicity, Disadvantaged, etc.), Apprentice Status / Apprentice Utilization)
- Drastically reduces risk of fines and negative audits
- Makes audits easy and clean; gives your organization credibility that you are taking compliance seriously
- Ability to track all subcontractor's compliance status
- Top of the line support – 95% of calls are answered immediately

Benefits for Subcontractors

- Electronic signature submittal of certified payroll reports
- Manual entry of payroll information by contractor
- Ability to import payroll/employee data from numerous payroll systems
- Easy to learn to use – less than an hour is typical
- Immediate check of compliance with Wage and Hour regulations and Prevailing Wage laws
- Tracks other employment requirements such as local hire goals and apprentice use
- Ability to check subcontractor compliance status
- Ability to submit required documents by upload
- Audit trail of submittal and compliance
- Extensive reporting

Phone: 714.669.0052 **Email:** info@lcptracker.com **Web:** lcptracker.com **Address:** 117 E. Chapman Ave, Orange, CA 92866

LCPtracker, Inc. is a service provider specializing in labor compliance and other workforce related software. We provide a powerful web-based software for collecting, verifying and managing certified payrolls and other labor compliance related documents. Numerous government agencies and prime contractors have already chosen LCPtracker for their certified payroll reporting and our software manages \$180 Billion worth of construction projects across the nation.

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[CASE STUDY]

Agency:

The City of New Orleans

Location:

Louisiana



The Challenge:

After Hurricane Katrina swept through New Orleans in 2005, the City found themselves in the midst of the costliest natural disaster to ever hit the United States. The storm wreaked havoc on both private and public places, leaving much to repair and rebuild, with many citizens out of work and homes. Today, streets, parks, hospitals, public buildings, airport terminals, bridges and other infrastructure make up just some of the 70+ active projects underway. "We are building a city for the future and we are committed to moving New Orleans forward." said Ashleigh Gardere, Network for Economic Opportunity Executive Director. The City of New Orleans has since developed programs to reinvest in the local community in an effort to not only recreate the metropolis with new, modern infrastructure, but to also reinvigorate the local economy. In October of 2015, Hire NOLA, a local worker participation ordinance, was passed. Hire NOLA seeks to ultimately employ 50% local workers on all City-funded projects by the year 2020, which means there is a colossal amount of tracking and reporting that needs to happen. Starting in 2016 the graduated Hire NOLA goals took effect; with an initial goal of 30% local worker participation city-funded projects, 10% disadvantaged local workers and 10% disadvantaged local apprentice goals. The City needed a way to report their progress.

The Solution:

Through the use of the LCPtracker Professional solution, the City has been able to process the certified payrolls (CPRs) for over \$157 million worth of public works construction projects. The collection of these CPRs allows for in-depth, employee demographic data to be collected and reported on, giving the needed ability to track and observe progress on Hire NOLA goals. In 2015 alone, 2,091 CPRs passed through the system. "One of the best things we can do is check all of our projects in one afternoon. There are huge time savings. I cannot imagine how long it would take to do certified payroll without LCPtracker." said Gardere.

With LCPtracker, the City is able to know where the workers are coming from, if they qualify as disadvantaged, what classifications they work, as well as the amount of hours worked. Most importantly, they can confirm instantly that all workers are paid the proper prevailing wage and the late report feature ensures contractors are not able to slip under the radar. The information entered into these reports also allows them to do goal tracking. Thus, the City can recognize and fix issues as they arise.

“One of the best things we can do is check all of our projects in one afternoon.”

Ashleigh Gardere
Network for Economic Opportunity Executive Director

Phone: 714.669.0052 Email: info@lcptracker.com Web: lcptracker.com



Benefits

The use of LCPtracker allows the City of New Orleans to broaden their horizons for public works project reporting. "We were able to increase the types of projects monitored. It had been mostly federally-funded projects that we tracked, but we realized city-funded jobs were missing. So now we capture a whole new source of projects," explained Gardere. The agency's goals are well-underway and being tracked in the LCPtracker system, which enables City decision makers and the community to consider the impact each project is having. The City has benefited most from the prevailing wage compliance features, which allows them to load in wage rates and classifications to ensure employees are classified and paid properly.

The most notable project to be run through the system to date is the New Orleans East Hospital. This \$130 million project had 75 different contractors working on it and over 2,000 CPRs that needed to be submitted and monitored. LCPtracker Professional helped the City to easily review this tremendous amount of payrolls, and gave prime contractors access to the same information, thereby providing seamless communication and transparency on one of the biggest projects the City has undertaken in recent years.

Moving forward, the City has come to appreciate what a valuable tool the system can be to their strategies and urban planning. The extensive workforce reports available provide a wide range of data to allow for an in-depth analysis of project impact and goal tracking. New Orleans has big plans for the future of rebuilding both the city and the community.

About The City of New Orleans

The City of New Orleans, led by Mayor Mitch Landrieu, is a local municipality with 4,600 employees. Located in the state of Louisiana, New Orleans has a vibrant culture that is well-known around the world. With a population of nearly 400 thousand, it is the largest metropolitan area in the state. Founded in 1718 by French Colonists, the city reflects a mixture of French and Creole influence that makes it one of the most unique cities in the nation.

Key Features and Benefits

Prevailing Wage Validation

Wage rates are pre-loaded and allow for validation on every report

Workforce Reporting

Ability to instantly review goal data

Efficiencies and Ease of Reporting

Automatic checking of data and on-demand capability to pull reports

Diversity of Reports

Late Report, Payroll Details Report, Violations Report, eDocuments, Subcontractor Listings, Workforce Report

Error Reduction

Large decrease in user error reduces stress and gives peace of mind

For more information visit:

<http://www.lcptracker.com/why-lcptracker/case-studies>

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May 16, 2022

FROM: Toni Henneman

RE: Prevailing wage compliance software systems – *cont.*

LGIC Members:

A contact at LCPTracker sent a list of state and local agencies who currently contract with the company for compliance software services.

State Agencies:

State of Colorado: Office of the State Architect

- 42 agencies mandated by the state legislature to use LCPTracker to manage prevailing wage, certified payroll, and wage maintenance for projects with prevailing wage requirements.

State of New Mexico:

- State wide contract vehicle for agencies to procure LCPTracker at a pre-negotiated discounted price for all agencies within the State of New Mexico.
- New Mexico DOT is a large customer of ours that helped to select LCPTracker as the preferred vendor to manage prevailing wage for agencies within the State of New Mexico

State of Nevada:

- We have a pre-negotiated rate to manage the State of Nevada's wage determinations as a service with LCPTracker's wage maintenance team for a negotiated annual rate.

California State Department of Industrial Relations:

- We have an export built for the DIR that allows contractors and agencies to export the data they need from LCPTracker into the proper DIR required data / format.

Department of Energy: Basic Ordering Agreement:

- Contract to provide products and services to DOE contractors and authorized subcontractors.
- Contractors place individual site orders under BOA to receive the appropriate discounted price.

Select Agency Clients from across the US:

- Washington DC Department of Employment Services
- City and County of Denver
- Clackamas County, OR
- City of Portland, OR
- Miami-Dade County, FL
- Broward County, FL
- Orange County, FL
- City of Miami Beach, FL

- City of Orlando, FL
- City of St. Petersburg, FL
- City of Oakland, CA
- City of San Francisco, CA
- City of San Diego, CA
- [City of New Orleans \[lcptracker.com\]](#)
- City of Minneapolis
- City of Milwaukee Housing Authority
- City of Chicago
- City of Fort Worth
- City of Philadelphia
- City of Philadelphia Housing Authority
- City of Akron, OH
- City of Cleveland, OH
- City of Dayton
- City of Cody, Wyoming
- City of El Paso
- City of Seattle
- City of Phoenix
- City of Maricopa, AZ
- City of Sacramento
- [Michigan DOT \[lcptracker.com\]](#)
- Maricopa County DOT
- Nevada DOT
- Texas DOT
- New Mexico DOT
- IL DOT

Gathered by:
Ryan Stone
512-743-3595
LCPtracker Account Executive

Sincerely,

Toni Henneman

CAPABILITY STATEMENT

Advanced Technology ■ Single Platform ■ Scalable ■ Configurable ■ Audit-Prepared ■ Always Compliant ■ Safe

Overview

eComply Solutions is a technology leader with over 20 years of experience. With access to advanced modular technology, we offer the most-suited solution for your Certified Payroll/Davis Bacon/Prevailing Wage, Diversity Management (M/W/DBE CFR 49 Part 26)/Workforce Utilization/ HUD Section 3/ Certification Management needs. Our platform is a **single unified system** that is a **highly configurable, scalable solution** that quickly absorbs new business rules and supports new workflows. Our clients have access to comprehensive data analysis and reports related to operations and compliance activity on performance against established goals and initiatives. Access to real-time data empowers leaders with actionable insights to make effective changes. allows for cross-referencing and managing multiple data sets for reporting purposes.

With the modern technology landscape changing daily, no agency can afford to use outdated or inflexible reporting systems, while expecting optimum and timely results. eComply delivers outcome-based results that guarantee a return on investment. We provide the flexibility and configurability agencies need for **immediate implementation without additional cost**. As a result, our clients are our best advocates for why we are the only real option if you want to generate quality data reports easily, enforce prevailing wage sustainably, and manage diversity targets effectively—and all while using an easy-to-use and intuitive solution.

Why eComply?

Built for Agencies. Our software was written with the intent to protect agencies and their needs in meeting state and federal standards. We have recovered millions of dollars in restitution fees—keeping our clients **always compliant and always audit-prepared!**

Uniquely Agile. We deliver customized reporting tools based on your agency's specific needs without delay or additional cost! We guarantee a **return on investment**.

Expertise in Rates Management. We manage and monitor all applicable prevailing wage schedules on the agency's behalf with complete transparency at no additional cost.

Pro-Active Goal Setting and Monitoring. Track and monitor your goals for minority, women, veterans, LGBT, and disadvantaged business-owned participation, as well as workforce utilization metrics. Access to real-time data provides insight into policy initiatives.

Payment Tracking and Analysis. Our payment tracking module helps users track payments made from the agency to contractors and subcontractors—resulting in more timely payments and access to historical documentation with time and date.

Dedicated In-house Support and Training for Ease of Use. Each client is assigned a dedicated in-house account manager intimately knowledgeable about the needs and requirements of your agency. This means same-day responses and access to senior management whenever needed. We also offer best-in-class training for the agency and your contractors through live sessions, ongoing webinars, and pre-recorded videos. An easy-to-use software ensures a seamless and smooth transition!