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REPORTING
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Payroll compliance can be tricky — here's how one small construction firm does it right

Managing compliance for federal, state and local payroll laws can be complicated for even the largest construction company. So, when Mazzoni Mechanicals LLC, a small plumbing, heating and cooling firm in the Philadelphia area, needed help, it turned to ADP Marketplace and software designed specifically to help businesses of all sizes meet compliance payroll reporting demands.

In this case, a Mazzoni Mechanicals customer had applied for a state work grant. That, in turn, triggered the need for the company, which uses RUN Powered by ADP® for payroll, to supply data guaranteeing compliance with Davis-Bacon reporting for "prevailing wages" regulations.

Specifically, the Davis-Bacon Act of 1931 requires businesses to pay prevailing wages on public works projects. A prevailing wage is an hourly wage, usually benefits, and overtime paid to the majority of workers, laborers and mechanics within a specific geographical area. Noncompliance can be costly due to owing back wages and Department of Labor fines. Also, violators may be barred from future contracts for up to three years.

To help manage Davis-Bacon compliance, Mazzoni Mechanicals implemented Points North Certified Payroll Reporting, which integrates with RUN Powered by ADP. The team purchased it via ADP Marketplace, a digital HR storefront that allows ADP® clients to customize their HCM ecosystem and share data with their ADP platform. So far, Claudio Mazzoni, the company's president, says the solution has had a clear, positive impact on accuracy and efficiency regarding Davis-Bacon reporting.

Company: Mazzoni Mechanicals LLC

Location: Philadelphia area

Industry: Construction

Employees: 3

ADP Marketplace Partner: Points North

Learn more about Points North:
marketplace.adp.com/pointsnorth



"Best of all, it keeps getting easier," Mazzoni says. "When I do the biweekly payroll on ADP, it syncs automatically with Points North. It not only saves us time and money, but it also delivers the peace of mind knowing that we are within compliance regulations, all within a smooth process."

"We're small, with just three full-time employees," Mazzoni explains. "When we got this prevailing wage project, we didn't know how to do the payroll for reporting compliance, so we wasted time on it. It's now a smooth, accurate, hassle-free process. It gives us more opportunity serve our customers, as well as prospect for new business."

Prior to using Points North, a friend of Mazzoni's verified the company's Davis-Bacon reporting on his computer and had to calculate all the deposits manually. "It was really tough, and sometimes my friend wasn't sure how to proceed," Mazzoni says. Also, it was extremely difficult to coordinate with his friend, and Mazzoni often turned in the reports late. The result? Delayed payments to the company.

"With Points North, that went away. I don't have to chase anyone to do the reports," he says. "By default, ADP Marketplace saved us time and money."

Points North not only allows Mazzoni more time to focus on the firm's actual work, but it also helps with cash-flow basics, Mazzoni says. "It has worked out great. It was a very easy transition," he says. "Our ADP rep was outstanding. If I had a problem or question, he would get on the phone or on email, or we would text."

Mazzoni also singled out the outstanding customer support from Points North's Jesse Connor, noting that whatever the time of day, Connor stands ready to help sort out any issues. "I email Jesse and within an hour he calls me," Mazzoni says.

Regarding Davis-Bacon reporting needs, Points North helps by delivering direct integration with RUN Powered by ADP, which allows for employee data and paycheck values to flow directly onto prevailing wage reports each pay period. Finally, firms like Mazzoni Mechanicals can depend on the certainty of staying in compliance with Davis-Bacon reporting, without the risk of having payments held up.

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Build and manage a better workforce with integrated HR solutions from ADP Marketplace partners like Points North.

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Claudio Mazzoni
President, Mazzoni Mechanical LLC



Each ADP Marketplace solution has passed a world-class security assessment to help safeguard the confidentiality and integrity of your employee data. Security Magazine ranked ADP's security program in the top five in 2017 and 2018.

