HRchitect

HRchitect Streamlines Prevailing Wage Compliance for Rental Services Provider Client

CLIENT BACKGROUND

Our Client is a leading provider of modular space and portable storage solutions across North America. With operations spanning multiple states and government contracts, the organization must adhere to strict prevailing wage determinations, as well as state and federal compliance requirements.

To meet increasing regulatory demands, our Client sought a trusted partner to subsidize its HRIS department and enhance compliance capabilities within its WorkForce Software environment.

THE CHALLENGE

Our Client needed to ensure full compliance with state and federal government contract requirements, specifically around Prevailing Wage Determination.

Key challenges of the project included managing complex prevailing wage classifications across multiple jurisdictions, ensuring accurate wage application tied to government contracts, and streamlining data flow between SAP, WorkForce Software, and Employee Central Payroll. Furthermore, HRchitect needed to assist our Client with reducing administrative burden on the HRIS team, while accelerating certified payroll reporting and maintaining audit readiness across projects and regions.

Overall, our Client required a scalable, integrated solution that would maintain compliance without overwhelming internal teams.

WHY HRCHITECT?

- Longest-tenured WorkForce Software partner with extensive experience in system implementations and optimizations
- Trusted by 150+ WorkForce Software clients across various industries
- Over 50% of senior consultants are former HR practitioners
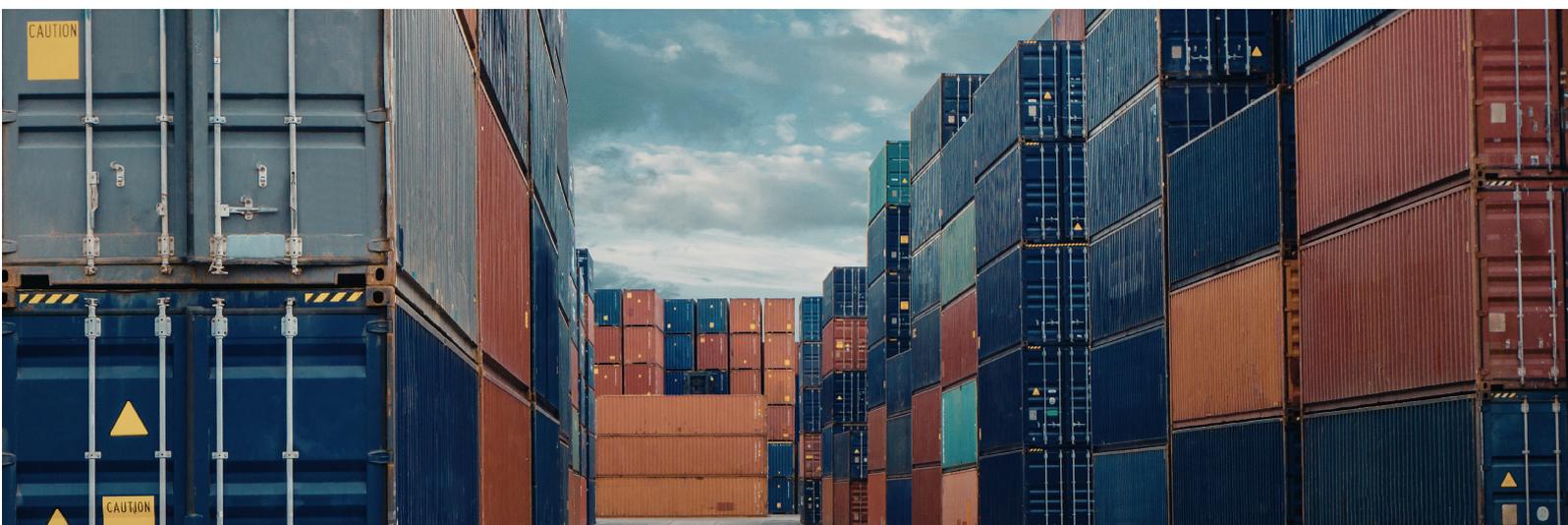
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THE PROJECT

HRchitect partnered closely with our Client's HRIS department to design and implement a streamlined, compliant workforce management process within WorkForce Software. HRchitect streamlined integrations from SAP to WorkForce Software and from WorkForce Software to Employee Central Payroll. The team implemented rate override processing and built structured payroll exports to support accurate downstream processing.

In addition, HRchitect enabled simplified time recording for employees working under government contracts, allowing them to easily identify contract-specific work and apply compliant rates. Automated rate rule evaluations were designed to ensure accurate wage determination while minimizing manual intervention.

HRchitect's long-standing partnership with our Client (since 2020) ensured strong operational alignment and a solution tailored to North American compliance requirements.

KEY BENEFITS

- **Ensure Regulatory Compliance:** Delivered compliant prevailing wage processing across multiple jurisdictions.
- **Accelerate Certified Payroll:** Reduced time required to create and submit certified payroll reports.
- **Minimize Payroll Risk:** Automated rate validation to reduce wage calculation and classification errors.

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KEY BENEFITS CONTINUED

- **Strengthen Audit Readiness:** Standardized reporting to simplify state and federal audits.
- **Increase Operational Efficiency:** Reduced manual intervention across HRIS and Payroll through automation.
- **Reduce Compliance Costs:** Lowered administrative overhead and reduced risk of regulatory penalties.
- **Scale with Confidence:** Supported expansion of government contract work without increasing system complexity.

THE RESULTS

Through its partnership with HRchitect, our Client now operates with a fully integrated and compliant workforce management framework that supports prevailing wage determination across state and federal contracts.

Certified payroll processing has been significantly accelerated, reducing the time required to create and submit required reports. Automated rate evaluations and override capabilities have minimized manual wage calculations, reducing payroll errors and strengthening compliance confidence. Standardized, audit-ready reporting has simplified preparation for state and federal reviews while enhancing transparency for stakeholders and employees.

By streamlining integrations between SAP, WorkForce Software, and Employee Central Payroll, the organization has reduced administrative burden and improved operational efficiency across HRIS and Payroll. As a result, internal teams are able to focus on higher-value initiatives while maintaining full compliance with government contract requirements.

The solution is scalable, cost-effective, and built to support continued growth in government-funded projects, positioning our Client for long-term operational success.

To learn more about HRchitect's services or request a consultation, click here

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