

# WisDOT's Civil Rights Compliance System (CRCS)

## How To – Hints - FAQs

### **SYSTEM REQUIREMENTS**

#### **CRCS SITE ADDRESS:**

<https://wisdot.ecomply.us/Login.aspx>

#### **CRCS REGISTRATION SITE:**

<https://wisdot.ecomply.us/Registration/Registration.aspx>

#### **PAYROLL MANUAL:**

<https://wisconsin.gov/Documents/doing-bus/civil-rights/labornwage/crcs-payroll-manual.pdf>

#### **SUBLETS AND PAYMENTS MANUAL:**

<https://wisconsin.gov/Documents/doing-bus/civil-rights/labornwage/crcs-payments-sublets-manual.pdf>

#### **LABOR COMPLIANCE CONTACTS:**

<https://wisconsin.gov/Pages/doing-bus/civil-rights/labornwage/contacts.aspx>

#### **SYSTEM NOTICES:**

- Registration Renewal:  
System glitch is not critical as it does not stop system usage.  
Issue escalated to system developers for immediate review.  
Once, the timer expires it will allow you the contractor to complete the renewal process, thereby removing the notification.
- Final payroll flags should be on a non-performance report...You cannot edit it on to an existing payroll report
- Contractor Payments not Loading  
Attention Prime Contractors, All Payments received from WisDOT will have be manually loaded into CRCS.  
If you have received payments that have not loaded into CRCS... Please forward a copy of the Check received to [paul.ndon@dot.wi.gov](mailto:paul.ndon@dot.wi.gov)
- CRCS Updates Page:  
<https://dot-auth-prod.wi.gov/Pages/doing-bus/civil-rights/labornwage/crcs-updates.aspx>



## Initial setup FAQs...

### Employee Payroll profile setup:

Label	Description	Action Required by Contractor
A	Employee Profile Information: <ul style="list-style-type: none"> <li>Name – First and Last name</li> <li>Social Security Number</li> <li>Ethnicity</li> <li>Gender</li> <li>Address – Street address, city, and zip code</li> <li>TrANS Graduate Identifier</li> <li>Hire Date</li> </ul>	Required entries contained in the employee profile are highlighted in yellow. If any information is incorrect or missing, you can click the “Edit” button.
B	Job Group, Craft and Trade Information – The craft and classification that this employee performed on this project for this week.	This information may be defaulted from either the employee profile or from a previous CPR. <i>Note:</i> <i>The dropdown lists are limited to company specific crafts (from the Craft &amp; Classes selection tab). To select from all crafts, you will need to click the “Show all Jobs” button.</i>

### Certified Payroll setup FAQs

#### I am an owner of the company. Do I need to fill this screen out?

Yes, you do. When providing labor Data on a WisDOT project, you are considered by law to pay yourself a prevailing wage as any other firm’s employees are.

#### What do yellow fields mean?

These are the mandatory fields for you to enter.

#### What if I can't tell yellow from white background fields?

The mandatory fields are employee name, SSN, gender, race, address, and hire date. The system will look up the city and state if you are in Wisconsin.

#### Should a craft be displayed?

Yes. You should have Available and Default checked for at least one craft. You may check Available for multiple crafts. Otherwise, **you will have to update this on every payroll record**, and you may make a mistake.

#### Why is Hire Date a required field?

When employees are marked as TrANS Grads or Apprentices, they are compared against these databases using SSNs. This date will determine whether you are given credit for having these employees on your payrolls.

#### What is a TrANS Grad?

It is someone hired out of the Transportation Alliance for New Solutions (TrANS) program. They are prepared to do General Laborer work. WisDOT reimburses employers \$5 an hour when reported on our payrolls as long as ASP-1 is in the contract (it has federal funding). They should be marked as Journey workers, not as Trainees, unless they move into an apprenticeship program.

#### What does “non-prevailing wage only” mean?

This tells the system not to include the employee on payrolls, but it will allow you to add time for them on OCIP reports for the ARRA projects. The default of Prevailing Wage Only is the correct option for all employees.

#### Why is my firm's name missing in the Trucker Employed By field?

The system assumes all employees are for your firm. We stopped using this field several years ago, although we have not removed it from the screen. Please do not choose the name of the firm which hired yours.

If you find your firm name in the list, it means your firm is registered a second time. You should call Customer Support to have the duplicate registration removed.

#### Annual Registration Renewal

Each year, WisDOT is asked to prepare a list of ready, willing, and able participants to work on its projects for DBE goal-planning purposes. This bidder’s list includes all prime contractors, subcontractors, and suppliers.

To ensure the accuracy of our list, contractors are required to renew their registration with the WisDOT Civil Rights Compliance application. Once you have ignored the system message for 30 days, the system will send the Bidding Contact an e-mail on the following Sunday as a final reminder. Nothing more will appear for another year, but you will not be allowed to log onto the system until your browser accepts the pop-up window and you renew the registration. Note: If your firm is a DBE, this is more complicated.

Your firm may choose not to work on WisDOT projects every year. The expiration date may pass for a few years, and then someone may later renew it.

To renew your registration, Contact the IS Business Automation Senior at [Paul.ndon@dot.wi.gov](mailto:Paul.ndon@dot.wi.gov)  
*(See 'Registration Renewal' under System Notices above)*

**Payroll Profile Setup (Rate sets, Fringe Benefit & Data entry requirements)**

Label	Description	Action Required by Contractor
C	<ul style="list-style-type: none"> <li>▪ Basic Straight Time, Overtime &amp; Double Time Hourly Rate of Pay – The basic straight time hourly rate of pay is the amount paid to the employee in cash before fringe benefits are added.</li> <li>▪ <i>Weekend hours are always paid overtime.</i></li> <li>▪ <i>Standard hours cannot exceed 10 hours per day or 40 hours per week.</i></li> </ul>	<p><b>Manual Submit:</b> If a default fringe benefit package is setup, then this information will populate from the fringe benefit package. Contractors may also select a fringe benefit from the fringe benefit dropdown list or manually enter the hourly rates.</p> <p><b>Auto Submit:</b> This information will either be populated from the auto submit file</p>
D	<p>Benefits Hourly Rate:</p> <ul style="list-style-type: none"> <li>▪ <i>Hourly fringe benefits paid to each employee.</i></li> </ul> <p>Fund Payment:</p> <ul style="list-style-type: none"> <li>▪ <i>Contractor is paying fringe benefits to a fund</i></li> <li>▪ <i>This should not be included in employee wages</i></li> </ul> <p>Cash Payment:</p> <ul style="list-style-type: none"> <li>▪ <i>Contractor is paying cash directly to an employee in their paycheck</i></li> <li>▪ <i>Hourly cash fringe benefit amount shall be recorded in the "Cash Payment" column.</i></li> </ul>	<p><b>Manual Submit:</b> If a default fringe benefit package is setup, then this information will populate from the fringe benefit package. Contractors may also select a fringe benefit from the fringe benefit dropdown list or manually enter the hourly rates.</p> <p><b>Auto Submit:</b> This information will either be populated from the auto submit file or as described above.</p>
E	Total Hourly Rate	No action required. This field is the sum of the basic hourly rates and benefits hourly rates
F	Hours Worked for this project – the hours worked each day by this employee under this craft for this project.	<p><b>Manual Submit:</b> You must type the hours</p> <p><b>Auto Submit:</b> The hours are uploaded from auto submit file.</p>
G	Other Project Hours – the total straight time and overtime hours worked by this employee on all other projects for this week.	<p><b>Manual Submit:</b> You must type the hours</p> <p><b>Auto Submit:</b> The hours are uploaded from auto submit file.</p>
H	Deductions – Standard deductions include FICA, Federal withholding, and State withholding. Other deductions must be listed in the "Other Deduction" box.	<p><b>Manual Submit:</b> You must type the deductions.</p> <p><b>Auto Submit:</b> The deductions are uploaded from auto submit file.</p>
I	Other Payments – Include travel reimbursements, clothing allowances, loans, etc.	<p><b>Manual Submit:</b> You must type the payments.</p> <p><b>Auto Submit:</b> The payments are uploaded from auto submit file.</p>
J	Project Wages – Project wages are the sum of the straight time project wages and the overtime project wages.	None, these fields are calculated automatically
K	<p>Gross Wages:</p> <p>The gross wages equal the project wages plus any wages the employee earns on other projects. This should be equal to the gross wages shown on the employee's paycheck.</p>	<p><b>Manual Submit:</b> You must manually enter the gross wages</p> <p><b>Auto Submit:</b> The gross wages are uploaded from auto submit file.</p> <p><i>Note: if the Gross and Project Wages are not equal, either Other Payments or Other Project Hours should explain the discrepancy.</i></p>
L	<p>Net Pay:</p> <p>The net pay is the amount that appears on the employee's paycheck. This shall be equal to the gross wages minus the sum of all deductions.</p>	<p>None, this field is calculated automatically</p> <p><i>Note: if the net pay is negative, verify that the gross wages are correct.</i></p>
M	<p>Check Number:</p> <p>The number of the check or direct deposit ID issued to each employee.</p>	<p><b>Manual Submit:</b> You must manually enter the check/deposit number.</p> <p><b>Auto Submit:</b> The number is uploaded from auto submit file.</p>

Your notes:

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## Fringe Benefits setup FAQs

### What is a template versus a package?

A **template** applies to the **total company**, while a **package** applies to a **project**.

A template allows you to clone wage information from project to project. Without one, you must create a package from scratch for every project.

### Are templates and/or packages required?

No, it is not required. However, their absence means you must type this information on every employee on every payroll. If all your employees are paid different rates or fringe benefits, you may find these less useful than others will.

### When should the After-Tax box be checked?

Some fund payments are given to employees in the form of a cash fringe. Later, this amount is also deducted from the employee's paycheck.

### What should a trucking firm enter?

Just three numbers: base rate, overtime rate, and cash in lieu of fringe benefits.

### Should the truck's hourly rate from the invoice be used for fringes?

They can be, but if overtime hours are reported, you will cause yourself unnecessary grief. We strongly recommend using a base rate and a fringe rate. It is not correct for the base hourly rate and the fringe amount to be the same value.

### When would an employee need to appear on a payroll more than one time?

Whenever an employee is:

- a) Working in multiple wage classifications (example: Heavy Equipment Operator & Laborer)
- b) Paid more than one rate for the hours of a week. This may be due to a wage rate increase, working multiple crafts, working some day and night hours, or adding some hours which were originally thought to be excluded from reporting and so paid at a private rate.

### Why aren't the fringe benefits appearing on the payroll when I have keyed them in?

Either you created a template, but not a package, or you did not use the Define Associations link. If the package is created, you will find it in the drop-down list. A template will never appear in this drop-down list.

### When Defining Associations, is it better to associate with a craft or a person?

You will have less work associating with a craft. It will not work unless the employee's Default craft button is set or you set the Journey worker/Apprentice/Trainee flag on the payroll. However, if every employee in the firm is paid a different amount, then each would have their own package associated with them.

### Why is the employee craft I want not displaying on Define Association's left column?

The Department of Workforce Development does not provide a uniform list of crafts from county to county. If using Truckers or Heavy Equipment Operators in particular, you may have to add additional crafts available on your list. You may also have to request the Labor Compliance Specialist to request additional rates be loaded for one of your ongoing crafts.

Your notes:

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## Create a New Payroll

### How do I start?

You can use the Manual CPR button on the CPR Log or from the main menu, choose Payroll Reporting, then CPR Data Entry (Manual).

- a) Check the employees being paid
- b) If no other payroll is needed, check If This Is the Last CPR
- c) Click "Submit"
- d) Edit each employee
- e) Click "Submit" when all lights are green to move to the Compliance Statement
- f) "Sign" and "Submit" the Compliance Statement
- g) Close

### Why can't I see CPR Data Entry (Manual) and Manage Fringe Benefit Package?

You have not yet clicked on the project under Active Projects and the Region.

### Why do firm names appear under a project and I don't see where to begin a payroll?

When your firm has been assigned multiple times to a project, this is how it looks. In addition to clicking on the project, you must also click on one of the firm's names. If you scroll or "mouse over" the firm's name, it will clearly show you the flow of sublet assignments from WisDOT to your firm. It is important which one you choose to report under.

You cannot report all hours under any random project. Hours for a WisDOT project must be reported under that project id.

### How do I view Project Rate sets?

- Click "View Rate Sets" from the Project menu. This will display the set type, county, and year the rates apply to.
- Select the rate set option which is displayed. This will open the View Rate Set screen.
- Select the appropriate Job Group you wish to view.
- Identify the correct craft. The system will identify which rates will be higher. (Highlighted in blue)

### The system tells me my first payroll is before the project began. What do I do?

Call your project's assigned Compliance Specialist to request an update to the project start date to a date before your first day of work.

### All the employee lights should be green, so why is the Incomplete Info button still present?

Confirm that all data requirements are complete. For example, you entered hours for overtime, but no overtime rate was present.

### There's a payroll draft on my Work in Progress Screen. What is it doing there, and what should I do about it?

Sometimes when a project is in suspension mode, a person starts a payroll without noticing the date on it. S/he notices the date is wrong when it is time to edit an employee. If this is what happened, then you can simply delete the payroll. Go to Project, Project Suspension and resume or delete the suspension, whichever fits your needs.

### I'm being told that I must change my weekending date to a Saturday date. How do I do this?

You can't. Once you've submitted a payroll, you are locked into that day of the week for the life of the project.

### I'm being told my payrolls are not acceptable because a red 'x' shows up instead of a signature. What do I do?

Nothing. When the wrong size or type of signature file is imported into the system, that person's submitted documents will never display a signature. Labor Compliance Specialists need to know that a document cannot be submitted without a signature password and accept it.

### How do I make an employee appear on a payroll twice?

You are given two opportunities to do this. The first is when you are selecting your employees; type a '2' in the box behind the employee's name.

The second time is on the CPR Employees screen. An Add Employee button appears in gray at the top right of the list.

### I'm behind in my payrolls. I don't have all of the information for payroll #1. Can I go on and begin payroll #2?

No, because it would mean you would wipe out your first payroll. Unless you are importing your payrolls, you must work on them one at a time.

### What happens to a payroll after I have submitted it?

It is stored on the CPR Log. Any time you click on the project (in red under your name upper right or on the Active Projects list), it will take you to this screen. Click on the blue down arrow and all of the payrolls, non-performance reports, and suspensions will be revealed.

### What if a red triangle appears in front of my firm's name?

That means no payrolls have been submitted to date.

### Why is the next payroll date before my first payroll date?

The payrolls have been suspended. Go to Project, Project Suspension, and click on Resume. Then choose the date prior to the payroll you are trying to enter.

### Why is the next payroll date weeks or months in the past?

You need to submit non-performance reports or create a project suspension in order to advance the system date.

### Is it possible to record two check numbers for an employee?

Yes. You can separate the numbers with a comma or a semi-colon.

## **Importing a Project Payroll**

### How can I avoid having to retype my payroll a second time?

WisDOT has chosen not to have a uniform format developed for firms to use. Some contractors did have individual formats created for their payrolls in years past.

If your firm is using the same software package, without having too many variations in enhancements, you may be able to take advantage of the definition for yourself.

To test various options, go to Company, then Company Profile. The final drop-down box is labeled Accounting System. These are the only options available for testing. Some imports work with .xml, others with .txt, and others yet with .xls files to import.

### How do I import a payroll file?

- You should have already set up a Payroll Import Process with eComply Solutions.
- From the CPR Log or off the Payroll Reporting menu, choose Auto Submit.
- Point the browser to the file stored from your payroll system, make sure the week ending date is correct, and click on Submit. If it works, you will see employees with red lights on the CPR Employees screen. Any other system response means the option isn't working for you.
- If you are seeing employees, then go to Payroll Reporting and choose the final option, set up CPR (Auto Submit).
- You will need to map all the descriptions from your payroll (the column on the left) to the crafts in the system (the column on the right).
- The first time through, you will want to import your payroll a second time.
- Thereafter, if fringe benefits are on the payroll file, if an employee imports with a red light, it is either a new person who needs a Hire Date added or a new benefit description from your firm which will need to be mapped and imported again.

## **Updating a submitted payroll**

### How do I change a non-performance report into a certified payroll report?

Open the list of payrolls on the CPR Log. Click on the hammer icon for that payroll in the Options column. Choose Replace, then Manual CPR.

### What if I missed entering a payroll at the very beginning of the project?

When you start a new payroll, click on the date list. Every date from the time the project began will be present. You may find you also have to submit some non-performance reports or create a project suspension and "resume" it when the next payroll occurs.

### How do I fix a payroll if I underpaid an employee?

- Open the list of payrolls on the CPR Log. Click on the hammer icon for that payroll in the Options column. Choose Adjustment. For each employee needing to be updated, click on Adjust.
- If more than 40 hours per week straight time were reported, enter (-x) where x is the amount you are subtracting out for the day of the week needing to be fixed.
- Enter x as a positive number on the Overtime line for that day of the week. Assuming your fringe benefit was included in the overtime rate, your project wages will be figured out.  
If a specific dollar entry was short, enter the difference between what was paid and what was owed in cell D.
- Decide whether to write a separate check or to roll this amount into the next week's pay check. Enter all information for the check in the remaining cells as you normally would.
- Save and submit the payroll.

### Why won't the adjustment save and calculate the Net Pay?

Usually it is because you have missed entering the **Gross Wages**.

Please view the small gray Help button in the upper left corner of the screen.

### How do I add additional hours for an employee so I can adjust the rate paid for them?

If the hours were not reported initially, you cannot adjust the hours, you must go into **Edit mode and add them before you can adjust** the amount paid for them.

- The Adjustment feature only works if you move an equal number of hours between straight time and overtime.

### How do I fix a payroll if I reported the wrong craft for an employee?

- Open the list of payrolls on the CPR Log.
- Click on the hammer icon for that payroll in the Options column.
- Choose Adjustment. For each employee needing to be updated, click on Edit.
- Click on Edit for that employee, then click on Edit to bring up his/her Edit Employee screen.
- Fix the problem here, then save it. When the screen closes, it should be corrected here. Save the record and resubmit the payroll.

### I am told that I have an Incomplete Payroll. How did that happen? How do I fix it?

- The only way a payroll can become incomplete is if someone has clicked on the payroll's hammer icon and then chose Edit off the pop-up window.
- Usually the correct answer is to resubmit it without any changes. If intending to wipe out the payroll, once it has been resubmitted, then you can Replace the payroll with a Nonperformance Report.
- Click on Payroll Reporting, CPR Data Entry (Manual), and click on the date you find there.
- Submit the report. If the project has its final payroll flag turned on, you will have to use the hammer to edit it.

### How do I learn the number of hours my trucking firms have turned in so I can balance it against what we have billed in our system?

The best option we have right now is the individual Utilization Reports you can view on the CPR Log when you drill down into each firm's activity.

These reports are generated once a month and can provide either the hours worked, or the headcounts reported. This is the data the Department of Labor reviews each year.

### What does a green dot on the CPR Log mean?

The system generates data for the Department of Labor each month. When a project is suspended, no utilization data is generated for viewing here for that month. All data will appear on utilization reports.

## **Closing a Project**

### Why do some of my completed projects disappear from the list of projects with payrolls and others do not?

Some have had their final payroll flag set.

### I've turned my final payroll flag on. Do I need to continue to submit non-performance reports?

No, you don't. You will be able to submit a final OCIP report, if necessary, without having to submit non-performance reports for the extra weeks.

### My final payroll flag is on, and I've been told that I must enter a missing week of payrolls. I've done that, and now I can't turn the final payroll flag back on.

This happens less frequently, but it would mean that you were current with your payrolls. If your weekending date is Saturday, this must be Monday, Tuesday, Wednesday, or Thursday, because the system will not allow you to submit a payroll before the week is complete. Wait until Friday and then submit a non-performance report with the final payroll flag turned on.

### I'm being told to enter a final payroll flag on a project which has never had to have a certified payroll. How do I do this?

You cannot. WisDOT staff can close the OCIP period for you, but unless the sublet is removed, the system will expect payrolls because your firm is not a supplier or manufacturer.

### What if I've set my final payroll flag and discover I have to submit some more payrolls?

Click on the project to bring up the CPR Log screen. Look for the gray button upper right reading "Remove 'Last CPR' Flag" and click on it. You will likely have to enter a project suspension and resume payrolls before you can begin this payroll.

## **ENTERING SUBLETS**

### Yesterday we tried to unassign Maple Construction because we added B-Max (Maple is now B-Max; Maple no longer exists). When I went to unassign Maple, I got an error message that says, "error in SQL stored procedure". I tried again this morning and got the same message. Can you help with this?

This means that Maple had entered some payrolls or OCIP reports, or that you had previously entered some payments for Maple which may or may not be confirmed. If they had entered payrolls or OCIP reports, you would not be allowed to remove them.

If Maple were a DBE, you would have to have WisDOT staff approve their removal from the project.

Should we tell anyone if a firm has gone out of business?

Please inform IS Business Automation Senior to mark the record accordingly so the firm no longer appears in the list of registered firms.

## **CONFIRMING PAYMENTS**

Some firms have not confirmed payments within half a year or more. What can we do?

Forward this information to the Project Compliance Specialist to have it confirmed.

I need to edit some data on a payment which is already confirmed. How do I do this?

Confirmed payments cannot be unconfirmed but rather edited. Any payments you wish to have edited or removed, make sure the payment details including the date and/or dollar amount are forwarded as well as it can be confusing. Some firms may be assigned to the project more than one time.

## **BIDDER'S LIST**

The fax number does not appear on the screen which comes up. The heading indicates it should.

The export file has both phone numbers on it, and you can also use the details of the firms to view the fax number.

## **UCP DIRECTORY**

I am contacting DBEs who are telling me that they will not bid on a WisDOT project. Do I need to contact them every month?

No. If you would like to share this information with WisDOT staff, their DBE record can be marked accordingly.

I have phone numbers, faxes and/or e-mails which do not work for firms. How can we get these corrected?

Send them to the Compliance Specialist to forward the list of the firms with issues to WisDOT's DBE Certification Team.

## **DBE TRUCKING SCHEDULE**

How often are trucking schedules updated?

Some firms update them nearly every month during a construction cycle.

Who do I contact with questions?

Paul Ndon at 414 305-8354.

## **Miscellaneous**

What is the role of the Labor Compliance Specialist?

Accept contractors, wage rates, review and/or accept/reject payrolls, enroll contractors in the OCIP program after the first payroll is entered, enter a final OCIP date when the final payroll flag has been turned on, and enter a project archive date after final payment.

What is the role of IS Business Automation?

Assist with CRCS registration, electronic signature files, identify system bugs, help staff master system functions, and develop system enhancements based on feedback.