

Top 10 Certified Payroll Errors and How to Avoid

states. On California public works, overtime is due after 8 hours per day and 40 hours per

week. Correction: Recalculate overtime using the applicable state law and submit amended

The most common CPR mistakes that trigger audits and back-wage assessments

after each payroll period). Late submissions trigger compliance flags and can result in

KEY TOPICS: Worker misclassification · Fringe documentation · Late submissions · Correction procedures

Certified payroll errors are the leading cause of prevailing wage audits and back-wage

Error 1 Worker Misclassification:

do. On California public works, overtime is due after 8 hours per day and 40 hours per
Listing a worker under the wrong classification (e.g., Laborer instead of Carpenter) is

Error 2 Missing Fringe Documentation:

Fringe benefits paid as cash must be documented with a separate fringe benefit

Error 3 Late Submissions:

CPRs must be submitted within the timeframe specified in the contract (typically 7 days

Error 4 Incorrect Overtime Calculation:

Federal Davis-Bacon does not require overtime pay but California and other state laws