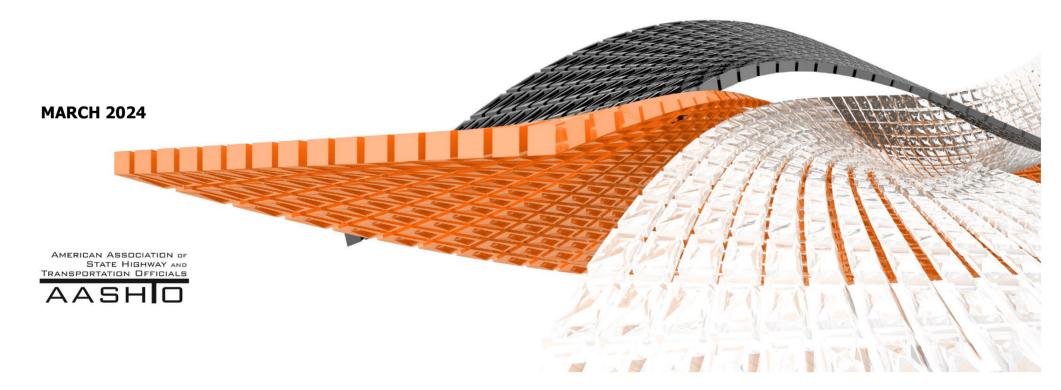AASHTOWare™

PROJECT

AASHTOWare Project™

VERSION 5.01

Payroll XML Resource Kit 2.1
Payroll XML Project Field Definitions

MARCH 2024

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<?xml version="1.0" encoding="UTF-8"?>
<prl:Payroll xmlns:xsi="http://www.w3.org/2001/XMLSchemainstance"
xmlns:xlink="http://www.w3.org/1999/xlink"
xmlns:txl="http://www.transxml.net/schema/txl/1.0"
xmlns:prl="http://www.transxml.net/schema/prl/1.2">
COMMENT: The first two lines identify the file and the version of XSD to be used in conjunction with the file. They must be exactly as defined above.
COMMENT: If there is NOT any data to input into a given collection or tag, just leave the collection or tag out. For example, if the address data is not available, leave out the <prl:employeeAddress> through </prl:employeeAddress>. If there is a Valid Value set required, at least one for the Valid Values must be provided. For example, <prl:ojtProgramIndicator>true or false</prl:ojtProgramIndicator>, then True or False must be input. If False, the other OJT tags are not required and should be left out.
COMMENT: Four agency options impact what data is expected in the payroll XML file. Please communicate with individual agencies to understand what data the agency is expecting. These agency options are:
1. **Fringe Benefit Program Entry Indicator** – Determines whether or not Fringe Benefit Programs are required on the payroll. See details in the elements fringeBenefitPaymentType, PayrollBenefitPrograms, PayrollBenefitProgram, benefitProgramName, benefitAccountID, trusteeContactPerson, benefitProgramType, benefitProgramClass, other1Rate, other2Rate, healthWellfareRate, pensionRate, vacationHolidayRate, and apprenticeshipFundRate below.
2. **Require Payroll Employee Address** – Determines whether or not Payroll Employee Addresses are required on the payroll. See details in the element employeeAddress below.
3. **Include Payroll Employee SSN** – Determines which Payroll Employee identifier is required, either Full SSN, Partial SSN, or Vendor Supplied Employee ID. See details in the elements socialSecurityNumber, PartialSsn, and vendorSuppliedEmployeeID below.
4. **Include Employees with Zero Hours** – Determines whether or not Payroll Employees without any hours are allowed on the payroll. If set to **True**, then the employee for whom no time has been recorded will be accepted in the payroll. If set to **False**, then employee for whom no time has been recorded will **NOT** be accepted in the payroll. See details in the PayrollEmployee element below.
NOTE: All of the Payroll Employee data rows **(row 35 <prl:PayrollEmployee> through 194 </prl:PayrollEmployee>)** are conditionally required based on the agency option, **"Include Employees with Zero Hours"**. If this agency option is set to **True**, then employees with zero hours can be included in the payroll file. If the agency option is set to **False**, then the entire set of data for any Payroll Employee who has zero hours should not be included in the payroll file.
NOTE: If this agency option is set to **True**, even if the employee does not have any hours reported for the payroll period (zero hours), Straight Time Hour and Overtime Hourly Rates require a value greater than zero for each employee listed in the payroll file.
COMMENT: When a Payroll Employee is paid different overtime rates, a separate Craft/Classification/Project group will be required. This would become necessary if a Payroll Employee works across a shift barrier or something causing a higher overtime rate, i.e., when the overtime rate would normally be 1.5 but because of the different rate at the shift the overtime rate becomes 2.0, a separate set of hours need to be reported. The Straight Time Hourly Rate would be the same for both.
COMMENT: The 'Required' column below designates if data is required (Yes = Y or No = N), related to an AASHTOWare Project Civil Rights & Labor Agency Option (AO), or is conditional (C). If the data is related to an Agency Option, then depending on what Agency Option setting the agency has selected, the XML element may or may not be required. If the data is Conditional, then depending on other XML element values, the XML element may or may not be required.

XML Tag	Required (Y, N, AO, C)	Additional Information
<prl:vendorID>20 characters</prl:vendorID>	Y	The agency-provided unique value for the Vendor submitting the Payroll, Vendor ID, is required.
<prl:contractID>20 characters</prl:contractID>	Y	The agency-provided unique value for the Contract, Contract ID, is required.
<prl:payrollNumber>##########</prl:payrollNumber>	Y	The numeric value for the Payroll, integer, does not need to be in sequence unless the agency requires this by business practice. Payroll number must be a unique value along with the Modification number for the payroll period. The import process will treat each payroll as a new modification. Is required.
<prl:payrollBeginDate>date</prl:payrollBeginDate>	Y	The start date of the payroll period of this payroll, is required, cannot overlap with any other payroll period for the payroll vendor/contract.
<prl:payrollEndDate>date</prl:payrollEndDate>	Y	The end date of the payroll period of this payroll, is required, cannot overlap with any other payroll period for the payroll vendor/contract.

XML Tag	Required (Y, N, AO, C)	Additional Information
<prl:fringeBenefitPaymentType>Cash</prl:fringeBenefitPaymentType>	Y	This is to identify how the payroll vendor is paying fringe benefits on the payroll for this payroll period, is required. Cash indicates all fringe benefits are being paid in cash directly to the employees. Plan Funds indicate money is being paid to a benefit program for each employee. Plan Funds with Exceptions indicates at least one employee included on the payroll is not fully participating in a benefit program. Only one type can be used per payroll. Valid Values: Cash, Plan Funds, or Plan Funds with Exceptions.
<prl:comments>256 characters</prl:comments>	N	Comments relating to the payroll, is optional.
<prl:PayrollBenefitPrograms>	AO, C	Separator for the Payroll Benefit Programs collection. Fringe Benefit Programs are required if the Fringe Benefit Payment Type is Plan Funds or Plan Funds with Exceptions. There should be a PayrollBenefitProgram collection for each Fringe Benefit Program. Row is both "AO" and "C", based on the agency option Fringe Benefit Program Entry Indicator is True and the Fringe Benefit Type is either Plan Funds or Plan Funds with Exceptions.
<prl:PayrollBenefitProgram>	AO, C	Separator for each Benefit Program collection. Row is both "AO" and "C", based on the agency option Fringe Benefit Program Entry Indicator is True and the Fringe Benefit Type is either Plan Funds or Plan Funds with Exceptions.
<prl:benefitProgramName>80 characters</prl:benefitProgramName>	AO, C	Unique name for each Fringe Benefit Program, is required if a Program is required. Row is both "AO" and "C", based on the agency option Fringe Benefit Program Entry Indicator is True and the Fringe Benefit Type is either Plan Funds or Plan Funds with Exceptions.
<prl:benefitAccountID>40 characters</prl:benefitAccountID>	AO, C	Unique Account identifier for each Fringe Benefit Program, is required if a Program is required. Row is both "AO" and "C", based on the agency option Fringe Benefit Program Entry Indicator is True and the Fringe Benefit Type is either Plan Funds or Plan Funds with Exceptions.
<prl:trusteeContactPerson>40 characters</prl:trusteeContactPerson>	AO, C	The name of the Contact Person for each Fringe Benefit Program, is required if a Program is required. Row is both "AO" and "C", based on the agency option Fringe Benefit Program Entry Indicator is True and the Fringe Benefit Type is either Plan Funds or Plan Funds with Exceptions.
<prl:trusteeContactPhoneNumber>13 characters</prl:trusteeContactPhoneNumber>	AO, C	The phone number for the Contact Person, is required if Program is required. Row is both "AO" and "C", based on the agency option Fringe Benefit Program Entry Indicator is True and the Fringe Benefit Type is either Plan Funds or Plan Funds with Exceptions.
<prl:benefitProgramType>Fringe Health/Welfare</prl:benefitProgramType>	AO, C	The standard set of Fringe Benefit program types used by the system, is required if a Program is required, only one type per collection is allowed. Valid Values: Fringe Health/Welfare, Fringe Vacation/Holiday, Fringe Apprenticeship Fund, Fringe Pension, Fringe Other 1, or Fringe Other 2. Row is both "AO" and "C", based on the agency option Fringe Benefit Program Entry Indicator is True and the Fringe Benefit Type is either Plan Funds or Plan Funds with Exceptions.
<prl:benefitProgramClass>20 characters</prl:benefitProgramClass>	AO, C	The Decision Classification the Fringe Benefit Program is associated. This is required for the types of Fringe Other 1 and Fringe Other 2, otherwise it is optional. Row is both "AO" and "C", based on the agency option Fringe Benefit Program Entry Indicator is True and the Fringe Benefit Type is either Plan Funds or Plan Funds with Exceptions.
</prl:PayrollBenefitProgram>	AO, C	Closing tag for each Fringe Benefit Program collection. Row is both "AO" and "C", based on the agency option Fringe Benefit Program Entry Indicator is True and the Fringe Benefit Type is either Plan Funds or Plan Funds with Exceptions.
</prl:PayrollBenefitPrograms>	AO, C	Closing tag for the Fringe Benefit Programs collections. Row is both "AO" and "C", based on the agency option Fringe Benefit Program Entry Indicator is True and the Fringe Benefit Type is either Plan Funds or Plan Funds with Exceptions.
<prl:PayrollEmployees>	Y	Separator for the Payroll Employees collections.

XML Tag	Required (Y, N, AO, C)	Additional Information
\<prl:PayrollEmployee\>	Y	Separator for each Payroll Employee collection. Payroll employees with zero hours reported on the payroll will cause an error when importing the file if the agency has the system set to reject payrolls with employees with zero hours by setting the Agency Option "Include Employees with Zero Hours" to False. Otherwise, Payroll Employee tags can be included without any PayrollEmployeeLabors, PayrollEmployeeLaborHours, PayrollEmployeeOtherDeductions, and PayrollEmployeeFringeBenefitExceptions there should be a PayrollEmployee collection for each Payroll Employee.
\<prl:lastName\>40 characters\</prl:lastName\>	Y	Last Name for each Payroll Employee, is required.
\<prl:firstName\>40 characters\</prl:firstName\>	Y	First Name for each Payroll Employee, is required.
\<prl:middleInitial\>1 character\</prl:middleInitial\>	Y	The XSD expects the tag \<prl:middleInitial\>X\</prl:middleInitial\> to be included in the XML file. MiddleInitial is not a required field in the Civil Rights & Labor business requirements, but the XSD expects the tag to be included. There is no minOccurs for the Middle Initial tag; the tag must be included but does not require a value. This is an XML standard.
\<prl:socialSecurityNumber\>11 characters\</prl:socialSecurityNumber\>	AO	The Social Security Number for each Payroll Employee, required when the agency has the system set to require the Social Security Number by setting the Agency Option "Include Payroll Employee SSN" to Full. Otherwise, this data can be provided at the direction of the agency along with the required value determined by the Agency Option.
\<prl:PartialSsn\>20 characters\</prl:PartialSsn\>	AO	The Partial Social Security Number for each Payroll Employee, required when the agency has the system set to require the Partial Social Security Number by setting the Agency Option "Include Payroll Employee SSN" to Partial. Otherwise, this data can be provided at the direction of the agency along with the required value determined by the Agency Option.
\<prl:vendorSuppliedEmployeeID\>40 characters\</prl:vendorSuppliedEmployeeID\>	AO	The Vendor Supplied Employee ID for each Payroll Employee, required when the agency has the system set to require the Vendor Supplied Employee ID by setting the Agency Option "Include Payroll Employee SSN" to None. Otherwise, this data can be provided at the direction of the agency along with the required value determined by the Agency Option. This ID would be unique for each Vendor for which the employee works.
\<prl:gender\>Male\</prl:gender\>	Y	Gender value for the Payroll Employee, must be Male or Female, is required.
\<prl:ethnicity\>20 characters\</prl:ethnicity\>	Y	Set of values assigned by the agency to identify the ethnicity of the Payroll Employee, is required. Code Table ETHNIC, the Name value of the Ref Code Table Value is to be used in the XML and not the Description value.
\<prl:employeeAddress\>	AO	Separator for the Address Information collection, required when the agency has the system set up to require Payroll Employee address by setting the Agency Option "Require Payroll Employee Address" to True.
\<txl:StreetAddress\>	AO	Separator for the Address Information collection.
\<txl:street\>60 characters\</txl:street\>	AO	First Line available for the Payroll Employee's address, is required when the Address is required.
\<txl:street\>60 characters\</txl:street\>	AO	Second Line available for the Payroll Employee's address is not a required field in the Civil Rights & Labor business requirements, but the XSD expects the tag to be included. There is no minOccurs for the street tag; the tag must be included but does not require a value. This is an XML standard.
\<txl:cityName\>60 characters\</txl:cityName\>	AO	City for the Payroll Employee Address, is required when the Address is required.
\<txl:stateCode\>20 characters\</txl:stateCode\>	AO	Set of values assigned by the agency to be used to identify the state within the Payroll Employee's address, is required when the Address is required. Code Table STATE, the Name value of the Ref Code Table Value is to be used in the XML and not the Description value.

XML Tag	Required (Y, N, AO, C)	Additional Information
<txl:postalCodeID>10 characters</txl:postalCodeID>	AO	The postal code used within the Payroll Employee's address, is required when the Address is required. The field is alphanumeric and allows up to 10 characters.
<txl:addressCategory>home</txl:addressCategory>	AO	XML standard used to identify the address as the Home address for the Employee. This tag CANNOT be blank. If blank, do not write the tag.
<txl:postalCodeExtension/>	AO	If this tag appears in the XML, it must contain a value. This tag CANNOT be blank. If blank, do not write the tag.
</txl:StreetAddress>	AO	Closing tag for the Street Address collections.
</prl:employeeAddress>	AO	Closing tag for the Employee Address collection.
<prl:changeIndicator>true or false</prl:changeIndicator>	Y	A flag to be used to indicate the information about the Payroll Employee has changed, is required to contain either 'true' or 'false'. It should remain 'false' by default. An empty tag here is not a violation, but it has no meaning. The Import process will always create a Modification of an existing Payroll record using the data in the new import file. It is required because it is a boolean and defaults to False.
<prl:salariedEmployeeIndicator>true or false</prl:salariedEmployeeIndicator>	N	Flag to be used to indicate the Payroll Employee is paid by a salary instead of by the hour, is required to contain either 'true' or 'false', if set to True then straightTimeHourlyRate and overtimeHourlyRate collections are not to be included in the PayrollEmployeeLabors collections (removed), and salariedEmployeeHours should be provided instead of straightTimeHours and overtimeHours in the PayrollEmployeeLaborHours collections.
<prl:comments>3999 characters</prl:comments>	N	Comments relating to each Employee, is optional.
<prl:PayrollEmployeeLabors>	Y	Separator for the PayrollEmployeeLabors collection. A collection should be included for each Project/Craft/Classification worked by the employee during the Payroll Period, all must be paid by the same type, Hourly or Salaried. A collection should also be provided for each Straight Time/Overtime hourly rate pair paid the employee, i.e., regular overtime rate verses double time overtime rate, shift differential verses straight time rate for a given Project/Craft/Classification.
<prl:PayrollEmployeeLabor>	Y	Separator for the PayrollEmployeeLabor collection.
<prl:craftCode>20 characters</prl:craftCode>	Y	Set of values assigned by the agency to identify the Labor Craft the Payroll Employee is working, is required if hours are to be reported. Code Table CRAFTCODE, the Name value of the Ref Code Table Value is to be used in the XML and not the Description value.
<prl:laborClass>20 characters</prl:laborClass>	Y	Set of values assigned by the agency to identify the Labor Classification the Payroll Employee is working, is required if hours are to be reported. Code Table DECISIONCLASS, the Name value of the Ref Code Table Value is to be used in the XML and not the Description value.
<prl:projectID>18 characters</prl:projectID>	Y	The agency-provided unique value for the project, Project ID, is required if hours are to be reported.
<prl:ojtProgramIndicator>true or false</prl:ojtProgramIndicator>	Y	A flag to indicate this Payroll Employee is working in an approved OJT Program.
<prl:ojtWagePercentage>###.##</prl:ojtWagePercentage>	C	The reduced wage rate percentage allowed in the OJT Program for this Payroll Employee in this Craft/Classification, is required if ojtProgramIndicator is set to True.
<prl:straightTimeHourlyRate>	C	Separator for the straightTimeHourlyRate collection. Required unless salariedEmployeeIndicator is 'True'.
<txl:Currency>	C	Separator for the Currency collection. Required unless salariedEmployeeIndicator is 'True'.
<txl:amount>###.###</txl:amount>	C	The actual straight time hourly rate being paid the Payroll Employee under this Craft/Classification, is required if a Payroll Employee Labor collection is included and the Payroll Employee is identified as an Hourly employee. A separate PayrollEmployeeLabor collection is required for each different straight time hourly/overtime hourly rate pair for this Craft/Classification. This is to be excluded when the Payroll Employee is identified as a Salaried employee.
</txl:Currency>	C	Closing tag for the Currency collection. Required unless salariedEmployeeIndicator is 'True'.

XML Tag	Required (Y, N, AO, C)	Additional Information
\</prl:straightTimeHourlyRate\>	C	Closing tag for the straightTimeHourlyRate collection. Required unless salariedEmployeeIndicator is 'True'.
\<prl:overtimeHourlyRate\>	C	Separator for the overtimeHourlyRate collection. Required unless salariedEmployeeIndicator is 'True'.
\<txl:Currency\>	C	Separator for the Currency collection. Required unless salariedEmployeeIndicator is 'True'.
\<txl:amount\>###.####\</txl:amount\>	C	The actual Overtime Hourly rate being paid the Payroll Employee under this Craft/Classification, is required if a Payroll Employee Labor collection is included and the Payroll Employee is identified as an Hourly employee. A separate PayrollEmployeeLabor collection is required for each different straight time hourly/overtime hourly rate pair for this Craft/Classification. Required unless salariedEmployeeIndicator is 'True'.
\</txl:Currency\>	C	Closing tag for the Currency collection. Required unless salariedEmployeeIndicator is 'True'.
\</prl:overtimeHourlyRate\>	C	Closing tag for the overtimeHourlyRate collection.
\<prl:other1Rate\>	C	Separator for the other1Rate collection. Rows 75 - 79 are conditional based on the fringeBenefitPaymentType (row 22) when set to Plan Funds or Plan Funds with Exceptions and money has been paid for the employee at the input rate to a Benefit Program identified as an Other 1 program. If the agency has the system set up to require tracking of the Fringe Benefit Programs by setting the Agency Option "Fringe Benefit Program Entry Indicator" to True, then these fields are further conditionally required when a Program of the type Other 1 has been entered on the Payroll.
\<txl:Currency\>	C	Separator for the Currency collection.
\<txl:amount\>##########.##\</txl:amount\>	C	Total actual hourly rate paid for the Fringe Benefit Programs of the type Fringe Other 1, is required if a Fringe Benefit Program of the Type Fringe Other 1 is included above Value must be greater than 0.
\</txl:Currency\>	C	Closing tag for the Currency collection.
\</prl:other1Rate\>	C	Closing tag for the other1Rate collection.
\<prl:other2Rate\>	C	Separator for the other2Rate collection. Rows 80 - 84 are conditional based on the fringeBenefitPaymentType (row 22) when set to Plan Funds or Plan Funds with Exceptions and money has been paid for the employee at the input rate to a Benefit Program identified as an Other 2 program. If the agency has the system set up to require tracking of the Fringe Benefit Programs by setting the Agency Option "Fringe Benefit Program Entry Indicator" to True, then these fields are further conditionally required when a Program of the type Other 2 has been entered on the Payroll.
\<txl:Currency\>	C	Separator for the Currency collection.
\<txl:amount\>##########.##\</txl:amount\>	C	Total actual hourly rate paid for the Fringe Benefit Programs of the type Fringe Other 2, is required if a Fringe Benefit Program of the Type Fringe Other 2 is included above Value must be greater than 0.
\</txl:Currency\>	C	Closing tag for the Currency collection.
\</prl:other2Rate\>	C	Closing tag for the other2Rate collection.
\<prl:healthWellfareRate\>	C	Separator for the healthWellfareRate collection. Rows 85 - 89 are conditional based on the fringeBenefitPaymentType (row 22) when set to Plan Funds or Plan Funds with Exceptions and money has been paid for the employee at the input rate to a Benefit Program identified as a Health Welfare program. If the agency has the system set up to require tracking of the Fringe Benefit Programs by setting the Agency Option "Fringe Benefit Program Entry Indicator" to True, then these fields are further conditionally required when a Program of the type Health Welfare has been entered on the Payroll.

XML Tag	Required (Y, N, AO, C)	Additional Information
<txl:Currency>	C	Separator for the Currency collection.
<txl:amount>###########.##</txl:amount>	C	Total actual hourly rate paid for the Fringe Benefit Programs of the type Fringe Health/Welfare, is required if a Fringe Benefit Program of the Type Fringe Health/Welfare is included above Value must be greater than 0.
</txl:Currency>	C	Closing tag for the Currency collection.
</prl:healthWellfareRate>	C	Closing tag for the healthWellfareRate collection.
<prl:pensionRate>	C	Separator for the pensionRate collection. Rows 90 - 94 are conditional based on the fringeBenefitPaymentType (row 22) when set to Plan Funds or Plan Funds with Exceptions and money has been paid for the employee at the input rate to a Benefit Program identified as a Pension program. If the agency has the system set up to require tracking of the Fringe Benefit Programs by setting the Agency Option "Fringe Benefit Program Entry Indicator" to True, then these fields are further conditional required when a Program of the type Pension has been entered on the Payroll.
<txl:Currency>	C	Separator for the Currency collection.
<txl:amount>###########.##</txl:amount>	C	Total actual hourly rate paid for the Fringe Benefit Programs of the type Fringe Pension, is required if a Fringe Benefit Program of the Type Fringe Pension is included above Value must be greater than 0.
</txl:Currency>	C	Closing tag for the Currency collection.
</prl:pensionRate>	C	Closing tag for the pensionRate collection.
<prl:vacationHolidayRate>	C	Separator for the vacationHolidayRate collection. Rows 95 - 99 are conditional based on the fringeBenefitPaymentType (row 22) when set to Plan Funds or Plan Funds with Exceptions and money has been paid for the employee at the input rate to a Benefit Program identified as a Vacation Holiday program. If the agency has the system set up to require tracking of the Fringe Benefit Programs by setting the Agency Option "Fringe Benefit Program Entry Indicator" to True, then these fields are further conditionally required when a Program of the type Vacation Holiday has been entered on the Payroll.
<txl:Currency>	C	Separator for the Currency collection.
<txl:amount>###########.##</txl:amount>	C	Total actual hourly rate paid for the Fringe Benefit Programs of the type Fringe Vacation/Holiday, is required if a Fringe Benefit Program of the Type Fringe Vacation/Holiday is included above Value must be greater than 0.
</txl:Currency>	C	Closing tag for the Currency collection.
</prl:vacationHolidayRate>	C	Closing tag for the vacationHolidayRate collection.
<prl:apprenticeshipFundRate>	C	Separator for the apprenticeshipFundRate collection. Rows 100 - 104 are conditional based on the fringeBenefitPaymentType (row 22) when set to Plan Funds or Plan Funds with Exceptions and money has been paid for the employee at the input rate to a Benefit Program identified as an Apprenticeship Fund program. If the agency has the system set up to require tracking of the Fringe Benefit Programs by setting the Agency Option "Fringe Benefit Program Entry Indicator" to True, then these fields are further conditionally required when a Program of the type Apprenticeship Fund has been entered on the Payroll.
<txl:Currency>	C	Separator for the Currency collection.
<txl:amount>###########.##</txl:amount>	C	Total actual hourly rate paid for the Fringe Benefit Programs of the type Fringe Apprenticeship Fund, is required if a Fringe Benefit Program of the Type Fringe Apprenticeship Fund is included above. Value must be greater than 0.

XML Tag	Required (Y, N, AO, C)	Additional Information
</txl:Currency>	C	Closing tag for the Currency collection.
</prl:apprenticeshipFundRate>	C	Closing tag for the apprenticeshipFundRate collection.
<prl:lumpSumPayment>	N	Separator for the lumpSumPayment collection. Cash Fringe Benefits and other cash payments made directly to the employee. Lump Sum payments paid directly to the Employee can occur for a number of different reasons. Not necessarily tied to a Fringe Benefit.
<txl:Currency>	N	Separator for the Currency collection.
<txl:amount>###########.##</txl:amount>	N	The actual value of any cash payment made to the Payroll Employee for this Craft/Classification for this Payroll Period, this would include Fringe Benefits paid as cash.
</txl:Currency>	N	Closing tag for the Currency collection.
</prl:lumpSumPayment>	N	Closing tag for the lumpSumPayment collection.
<prl:apprentice>true or false</prl:apprentice>	Y	Flag to indicate the Payroll Employee is working in an approved apprentice program for this Craft/Classification. Required for import into Civil Rights & Labor if an employee is an apprentice. The indicator itself is a boolean and should always be included, defaults to false. If set to true, then the other data is required: Apprentice ID and Apprentice Wage Percentage.
<prl:apprenticeID>20 characters</prl:apprenticeID>	C	The Payroll Employee's Apprentice ID for the approved apprentice program in this Craft/Classification is required if apprentice indicator is set to True. Conditional data for apprenticeID and apprencticeWagePercentage.
<prl:apprenticeWagePercentage>###.##</prl:apprenticeWagePercentage>	C	The reduced wage rate percentage allowed in the approved apprentice program for this Payroll Employee in this Craft/Classification, is required if apprentice indicator is set to True. Conditional data for apprenticeID and apprencticeWagePercentage.
<prl:totalHours>##########.##</prl:totalHours>	Y	Actual total hours the Payroll Employee worked in this Craft/Classification for this payroll period, is required Straight Time Hours plus Overtime Hours.
<prl:straightTimeHours>###.##</prl:straightTimeHours>	Y	Actual total straight time hours the Payroll Employee worked in this Craft/Classification for this payroll period. Required but may be 0.00.
<prl:overtimeHours>###.##</prl:overtimeHours>	N	Actual total overtime hours the Payroll Employee worked in this Craft/Classification for this payroll period.
<prl:grossPay>	Y	Separator for the grossPay collection. This is for the Craft/Classification/Project identified above. Needs to be broken down by these groupings if an employee works in more than one group. This would also include the non-agency work.
<txl:Currency>	Y	Separator for the Currency collection.
<txl:amount>##########.##</txl:amount>	Y	The actual gross amount paid for the Craft/Classification for the Payroll Employee, is required. This would include payment for work on non-agency projects in the Craft/Classification. Non-agency project work would only be included on one Contract/Project for this Payroll.
</txl:Currency>	Y	Closing tag for the Currency collection.
</prl:grossPay>	Y	Closing tag for the grossPay collection.
<prl:totalDeductions>	Y	Separator for the totalDeductions collection.
<txl:Currency>	Y	Separator for the Currency collection.
<txl:amount>########.##</txl:amount>	Y	The actual total deductions for the Project/Craft/Classification for the Payroll Employee, is required. Includes all taxes and other deductions.
</txl:Currency>	Y	Closing tag for the Currency collection.
</prl:totalDeductions>	Y	Closing tag for the totalDeductions collection.
<prl:netPay>	Y	Separator for the netPay collection.
<txl:Currency>	Y	Separator for the Currency collection.
<txl:amount>########.##</txl:amount>	Y	The actual net pay for the Project/Craft/Classification for the Payroll Employee, is required.

XML Tag	Required (Y, N, AO, C)	Additional Information
</txl:Currency>	Y	Closing tag for the Currency collection.
</prl:netPay>	Y	Closing tag for the netPay collection.
<prl:fringeBenefits>	C	Separator for the fringeBenefits collection.
<txl:Currency>	C	Separator for the Currency collection.
<txl:amount>########.##</txl:amount>	C	The actual Fringe Benefits for the Project/Craft/Classification for the Payroll Employee, optional. If the Fringe Benefit Type is Plan Funds or Plan Funds with Exceptions, then at least one of the Fringe Benefit Rate tags should have a value entered and a value included in this Fringe Benefit tag to reflect the rate(s). The only thing that might not be required in the XML is the Fringe Benefit Programs, which is controlled by the Fringe Benefit Program Entry Indicator agency option if the agency desires Fringe Benefit Programs to be included.
</txl:Currency>	C	Closing tag for the Currency collection.
</prl:fringeBenefits>	C	Closing tag for the fringeBenefits collection.
<prl:grossProjectAmountEarned>	Y	Separator for the grossProjectAmountEarned collection.
<txl:Currency>	Y	Separator for the Currency collection.
<txl:amount>########.##</txl:amount>	Y	The actual gross project amount paid for the Craft/Classification for the Payroll Employee. This includes only the pay for work on the specific Contract/Project during this payroll period. This is the amount paid the employee in the Project/Craft/Classification on the federal project. The Gross Amount would be both this value plus any amount paid for work not reported on the Contract (private work or other not reported work).
</txl:Currency>	Y	Closing tag for the Currency collection.
</prl:grossProjectAmountEarned>	Y	Closing tag for the grossProjectAmountEarned collection.
<prl:regularHourlyRate>	C	Separator for the regularHourlyRate collection.
<txl:Currency>	C	Separator for the Currency collection.
<txl:amount>###.##</txl:amount>	C	The actual regular hourly rate of the Payroll Employee in this Craft/Classification if different than the Straight Time Hourly rate. Conditional based on agency policy.
</txl:Currency>	C	Closing tag for the Currency collection.
</prl:regularHourlyRate>	C	Closing tag for the regularHourlyRate collection.
<prl:totalClassificationSalariedHours>###.##</prl:totalClassificationSalariedHours>	Y	The total number of hours worked by the salaried employee in this project, craft, and classification.
<prl:salariedHours>###.##</prl:salariedHours>	Y	The total salaried hours for the employee.
<prl:normalSalary>##########.##</prl:normalSalary>	Y	The established salary the employee receives for a pay period.
<prl:fICAAmount>	N	Separator for the fICAAmount collection.
<txl:Currency>	N	Separator for the Currency collection.
<txl:amount>###########.##</txl:amount>	N	The actual FICA amount for this Project/Craft/Classification for the Payroll Employee this payroll period. Not required. Included in the calculation exception for Net Pay.
</txl:Currency>	N	Closing tag for the Currency collection.
</prl:fICAAmount>	N	Closing tag for the fICAAmount collection.
<prl:federalWithholdingTaxAmount>	N	Separator for the federalWithholdingTaxAmount collection.
<txl:Currency>	N	Separator for the Currency collection.
<txl:amount>###########.##</txl:amount>	N	The actual Federal Income Tax amount for this Project/Craft/Classification for the Payroll Employee this payroll period. Not required. Included in the calculation exception for Net Pay.
</txl:Currency>	N	Closing tag for the Currency collection.
</prl:federalWithholdingTaxAmount>	N	Closing tag for the federalWithholdingTaxAmount collection.
<prl:stateWithholdingTaxAmount>	N	Separator for the stateWithholdingTaxAmount collection.

XML Tag	Required (Y, N, AO, C)	Additional Information
<txl:Currency>	N	Separator for the Currency collection.
<txl:amount>###########.##</txl:amount>	N	The actual State Income Tax amount for this Project/Craft/Classification for the Payroll Employee this payroll period. Not required. Included in the calculation exception for Net Pay.
</txl:Currency>	N	Closing tag for the Currency collection.
</prl:stateWithholdingTaxAmount>	N	Closing tag for the stateWithholdingTaxAmount collection.
<prl:medicareAmount>	N	Separator for the medicareAmount collection.
<txl:Currency>	N	Separator for the Currency collection.
<txl:amount>###########.##</txl:amount>	N	The actual Medicare Tax amount for this Project/Craft/Classification for the Payroll Employee this payroll period. Not required. Included in the calculation exception for Net Pay.
</txl:Currency>	N	Closing tag for the Currency collection.
</prl:medicareAmount>	N	Closing tag for the medicareAmount collection.
<prl:PayrollEmployeeLaborHours>	Y	Separator for the PayrollEmployeeLaborHours collections.
<prl:PayrollEmployeeLaborHour>	Y	Separator for the PayrollEmployeeLaborHour collection.
<prl:laborHourDate>date</prl:laborHourDate>	Y	The actual date that the Payroll Employee worked in this Project/Craft/Classification, must be between the Begin and End dates of the payroll period.
<prl:hourlyHours>	Y	Separator for the hourlyHours collection.
<prl:straightTimeHours>##.##</prl:straightTimeHours>	C	The actual number of straight time hours worked on this date in this Project/Craft/Classification, only entered for those days worked, zero is the minimum value, only provided when the Payroll Employee is paid Hourly.
<prl:overtimeHours>##.##</prl:overtimeHours>	C	The actual number of overtime hours worked on this date in this Project/Craft/Classification - only entered for those days where overtime hours are worked, zero is the minimum value, only provided when the Payroll Employee is paid Hourly.
<prl:salariedEmployeeHours>##.##</prl:salariedEmployeeHours>	C	The actual number of hours worked on this date in this Project/Craft/Classification, only entered for those days worked, zero is the minimum value, only provided when the Payroll Employee is paid by a Salary.
</prl:hourlyHours>	Y	Closing tag for the hourlyHours collection.
</prl:PayrollEmployeeLaborHour>	Y	Closing tag for the PayrollEmployeeLaborHour collections.
</prl:PayrollEmployeeLaborHours>	Y	Closing tag for the PayrollEmployeeLaborHours collections.
<prl:PayrollEmployeeOtherDeductions>	N	Separator for the PayrollEmployeeOtherDeductions collections.
<prl:PayrollEmployeeOtherDeduction>	N	Separator for the PayrollEmployeeOtherDeduction collection. These are deductions that are not previously recorded elsewhere in the Payroll file. Each deduction made would require a collection (i.e., Child Care, Wage Garnishments).
<prl:description>256 characters</prl:description>	N	A unique description of the deductions being made.
<prl:amount>	N	Separator for the amount collection.
<txl:Currency>	N	Separator for the Currency collection.
<txl:amount>###########.##</txl:amount>	N	The actual amount being deducted. Not required. Included in the calculation exception for Net Pay.
</txl:Currency>	N	Closing tag for the Currency collection.
</prl:amount>	N	Closing tag for the amount collection.
</prl:PayrollEmployeeOtherDeduction>	N	Closing tag for the PayrollEmployeeOtherDeduction collection.
</prl:PayrollEmployeeOtherDeductions>	N	Closing tag for the PayrollEmployeeOtherDeductions collections.
<prl:PayrollEmployeeFringeBenefitExceptions>	C	Separator for the PayrollEmployeeFringeBenefitExceptions collections.
<prl:PayrollEmployeeFringeBenefitException>	C	Separator for the PayrollEmployeeFringeBenefitException collection. Each exception would require a separate collection and would be per Fringe Benefit Program.

XML Tag	Required (Y, N, AO, C)	Additional Information
<prl:laborClass>20 characters</prl:laborClass>	C	Set of values assigned by the agency to identify the labor classification of the Payroll Employee. Code Table DECISIONCLASS, the Name value of the Ref Code Table Value is to be used in the XML and not the Description value.
<prl:explanation>256 characters</prl:explanation>	C	An explanation for the Fringe Benefit Exception, should include the Fringe Benefit Program (i.e., Fringe Health/Welfare, covered under spouse's health insurance).
</prl:PayrollEmployeeFringeBenefitException>	C	Closing tag for the PayrollEmployeeFringeBenefitException collection.
</prl:PayrollEmployeeFringeBenefitExceptions>	C	Closing tag for the PayrollEmployeeFringeBenefitExceptions collections.
</prl:PayrollEmployeeLabor>	Y	Closing tag for the PayrollEmployeeLabor collection.
</prl:PayrollEmployeeLabors>	Y	Closing tag for the PayrollEmployeeLabors collections.
</prl:PayrollEmployee>	Y	Closing tag for the PayrollEmployee collection.
</prl:PayrollEmployees>	Y	Closing tag for the PayrollEmployees collections.
</prl:Payroll>	Y	Closing tag for the Payroll collection.