

Client Details

Security/Alarm Monitoring

150 wse's (very high turnover) multi-state

2 EIN's

Services Leverage

Managed Implementation and Payroll Processing

Challenges to Solve

Scheduling and Timekeeping Integration

There was a lot to gain from the employee engagement perspective by moving from ADP to Paycom. One thing that had to go right was the timekeeping and scheduling integration. Without integration in place, the group could not easily or accurately process their payroll and employees could not access their schedules through Employee Self Service.

Payroll Support with New System/Processes

With a lean team and learning curve challenges, the group needed a partner who would be able to create a new process and help make sure employees were paid accurately every week.

No Accrual Tracking in Current System

After trying to set up their accrual policies in ADP and then realizing it was going to be more trouble than they asked for, the group needed a trusted partner who could get hands-on in ADP and help get things right. To deliver on their promises to employees this had to happen but the team did not have the bandwidth to do it alone.

Compliance Concerns for CA Employees

Having a subset of employees in CA, the group needed to ensure not only that Paycom was set up for compliance on a go-forward basis, but that they also had timecard history available after terminating their services with ADP.

Where Clarity Is Making a Difference

Scheduling Setup for Ops People with Recurring Schedules

Supported nonintegrated recurring scheduling setup ensuring that all employees have a schedule whether they were flowing in from another system or housed in Paycom.

Pulling of Historical Data from ADP

ADP housed critical data that would disappear or be costly to access after switching to Paycom. Clarity was able to help gather these historical items for the group:

- Pay-stub history
- Timecard history
- W2s from past years
- Pay change history

Time Off Balances Were Untracked & Balances Unknown

We helped do a look back and determine approximate balances by analyzing ADP history and hours worked. This gave them a starting point to go off for vacation and sick hours. Employees are now able to see their balances and request time off through Paycom; something they were never able to do before.

Processing Payroll

Clarity was able to help the client create a working payroll process for their weekly payrolls. We're currently acting as an extension of their team, managing their payroll processing and submission on a weekly basis.