

# Is Your Current Payroll Solution Meeting Your Business Needs?

## IT'S TIME TO TAKE ANOTHER LOOK AT YOUR PAYROLL OPTIONS.

To properly manage their payroll processes in the past, businesses were forced to choose between the high costs and limited control offered by outsourced payroll providers or bringing their payroll in-house and either working on small-business systems with limited functionality or moving to industry-specific, antiquated systems designed expressly around their payroll requirements.

But today's environment offers a third, more effective option that treats payroll as part of an overall solution—one that seamlessly connects payroll functions with all aspects of the business, while meeting the changing needs of specialized industries.

## LET'S TAKE A CLOSER LOOK AT ALL THREE OPTIONS:



**1. Outsourced  
Service Provider**



**2. In-House  
Old Technology**



**3. Online and  
Configurable**



## PAYROLL OPTION #1

# Outsourced Service Provider

For some small businesses, faced with limited staff and the risk of misfiling payroll returns, **the obvious choice might appear to be outsourcing** the payroll function. But it is not quite so obvious. While outsourcing eliminates many of the filing and remittance challenges faced by these businesses, **it doesn't alleviate the hassle** of capturing time, coding payroll entries to the proper categories, or even keeping track of changes to individual pay rates and employee statuses or the administrative work needed to hire and fire employees. There is still a significant investment of time required to manage around outsourced payroll service providers and to properly record payroll-related entries in their accounting software.

The **direct cost to employers** who offload some of their payroll burden includes not only the fees paid to the payroll provider plus the cost of accounting staff needed to help manage the administrative requirements, but also the opportunity cost of reduced cash flow. Many outsourced payroll providers require employers to pre-fund gross wages plus payroll taxes as many as three days in advance of payday.



## PAYROLL OPTION #2

# In-House Old Technology

For more complex businesses—those managing projects, jobs, union workers, or agricultural employees, for example—the detailed coding and tracking of time, unique reporting requirements, and volume of employee changes add an additional layer of complexity to payroll management. The complexities of tracking time and managing special pay rates, exceptions, and regular changes in shifts and work schedules require more work than the processing of paychecks. As a result, industry-specific, in-house payroll systems are the norm for the businesses that choose **older applications** designed around the payroll function.

Unfortunately, **there is often a trade-off** for other areas of the organization. Many of these industry specific solutions are built on older technology, often with **major gaps in core accounting and reporting** functionality, accessibility, and usability. They are desktop based and offer limited options for integration with other applications, exports to Excel, or customized reporting. Users are forced to build their processes around the limitations of the system, rather than around their own desired workflows.



## PAYROLL OPTION #3

# Online and Configurable

Since businesses, both large and small, simple and complex, have historically been underserved when it comes to payroll, it is time to reconsider not just the best way to manage payroll, but to **look beyond payroll** to the reporting and operational needs of the entire business. With the advances in programming capabilities, remote access, and user expectations, it is time to look for payroll features that are part of a **complete, end-to-end solution**.

## HERE'S WHY A CLOUD-BASED, SEAMLESS PAYROLL SOLUTION IS THE RIGHT CHOICE FOR BUSINESSES OF ALL SIZES:

### FLEXIBLE AND AGILE



Events in 2020 made it clear how important it is for businesses (and the solutions they rely on) to be flexible and agile. Many outsourced payroll solutions are built on older technology that requires massive reprogramming just to keep up with changing (especially by the hour) tax laws. Selecting an application built on an engine that supports rapid development and a choice of deployment options means your solution can evolve with your business as it meets the changing requirements of your business and its people.

**Acumatica is designed for the cloud using the latest development tools. It is accessible from a browser but can be deployed on servers of your choice—ours or yours—both public and private.**

### INTEGRATED AND TIMELY



If your accounting, timekeeping, and payroll systems are disconnected and don't have the same categorization and segmentation options available, you are duplicating efforts and adding in more opportunity for error. Just count the number of spreadsheets and the number of hours needed to reallocate payroll among departments, functional areas, projects, or customers to see how many inefficiencies exist when these functions are separated.

You need seamless integration between timekeeping and payroll calculations, with full details immediately available in your payroll application and, ultimately, your financial statements.

**Acumatica offers a comprehensive business solution, from CRM to project costing, that can be configured to support your existing business processes.**

“As our business has grown, we’ve chosen cloud technology with Acumatica Construction Edition to more effectively and easily capture and track all activities, including employee time and expenses from one central area. With Acumatica Payroll, processing is streamlined from start to finish, and we have access to real-time labor costs as part of job costing to make smart, strategic decisions.”

– SAM FISHER, FISHER BROTHER EXTERIORS

## ACCURATE AND AUTOMATIC



You need your payroll system to stay current with state and federal tax changes as they happen—without any sort of manual intervention.

Acumatica Payroll is built on an advanced tax engine that resides in the cloud and is automatically updated.

## AFFORDABLE AND ACCESSIBLE



Payroll service providers generally charge fees for every activity or change made. Their fees are transaction based and can grow as your company grows. In addition to fees, you must consider the cost of lost control over cash management when it comes to funding your payroll. Most providers require prefunding of up to three days of gross wages plus employer taxes.

Traditional desktop applications typically charge by the user before adding ongoing support and

upgrade fees, plus fees for services around implementing and updating your payroll solution for changes in tax law. This per-user costing model tends to encourage companies to have a very small subset of their team accessing their core application and critical areas like payroll.

Acumatica’s revolutionary pricing strategy is based not on the number of users accessing your system, but on total resources required for your company’s configuration, thereby freeing everyone to have access to information when they need it.

## CERTIFIED PROJECTS AND CERTIFIED PAYROLL



You need a system that is designed to generate weekly certified payroll reports for state and federal reporting needs.

Acumatica Payroll is designed to meet the needs of construction and field service businesses of all kinds, including government contractors.

## PROACTIVE AND DETAILED



No one wants to wait until the day before a payroll run to enter updates to employee data. You need a payroll system that accepts effective date entries, so you can make changes to payroll data when they are received or approved even though they might take effect later, and you want the paperwork to be associated with the rest of the employee's information, not filed in a filing cabinet somewhere in the office.

**Acumatica Payroll uses an effective date field to manage changes to payroll calculations and accepts file attachments in many standard formats, including images and documents.**

## MULTI-STATE AND MULTI-ENTITY



Client work moves from place to place and so do your employees. You need a system designed for multi-state tax filing and multi-entity accounting.

**Acumatica Payroll is built for multi-company, multi-location, and international companies. Pulling from client project data, Acumatica automatically associates individual work locations with the correct state and local taxes for that location.**

## PAYROLL FOR CONSTRUCTION

Acumatica's Construction Edition offers a complete, real-time view of your business anytime, anywhere, including powerful financials, job cost accounting, project management, payroll, inventory, service management, CRM, mobile, and more.

Acumatica's integrated timekeeping and payroll simplifies the management of projects for all

## PORTABLE AND MOBILE



Payroll processing is deadline driven. With tight banking deadlines and employees counting on their paychecks, payroll applications must be accessible from anywhere. That's why full, mobile/device-independent access to the entire application, rather than a limited subset of application features, is a must.

**Acumatica Payroll is accessible from any device by authorized users. In addition, Acumatica pulls time entry data from the Acumatica Employee Timecard into the payroll system.**

## ENTER ONCE – PAY TWICE



You need information from payroll to automatically update liability and employee expense details for easy payment from Accounts Payable.

**Acumatica Payroll records flow directly to the AP vendors you specify for optimal management of amounts payable to external benefit providers and employees.**

contractors and the accountants who support them. It also makes it easy for employees to capture their time by client, project, sub-project, cost code, and task directly from their mobile device. Once approved, employee time is sent to payroll before updating both project costs and customer billing. Acumatica's payroll manages both certified payroll and union wages. The seamless flow of information eliminates duplicate entries and improves the timeliness and accuracy of client billing.

## DEEP AND WIDE



You need a solution that offers a complete set of standard payroll and accounting features, plus the ability to add the unique tracking and reporting features that apply to your business. Whether you are managing union payroll, a multi-location manufacturing facility, construction workers, or salaried and hourly workers, look for advanced features that are easy to configure and use.

**Acumatica Payroll offers advanced payroll management functions, automated Aatrix report eFiling, and integrated time entry.**

## CUSTOMIZABLE AND SECURE



You want a solution that can be configured to meet the needs of specific users while providing data controls and granular security.

**Acumatica software offers role-based access that can be tailored to meet the security needs of the business without restricting the ability of individual users to perform their jobs.**

## LOCAL AND KNOWLEDGEABLE ASSISTANCE



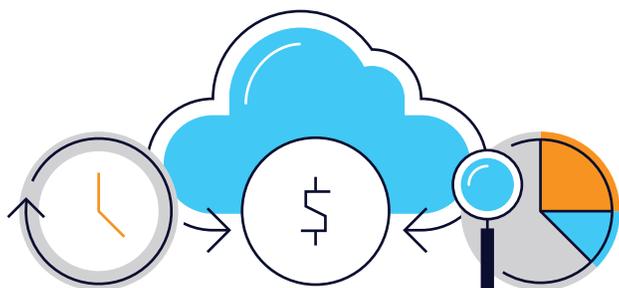
It takes more than just an understanding of payroll to implement a successful solution. It requires knowledge of your unique business challenges and opportunities. By working with a team of talented business specialists and local implementers, you can be certain your payroll configuration meets all business and regulatory requirements and seamlessly integrates with all other aspects of your business.

**Acumatica software is only sold through a team of local business and technology experts. They can help you configure your system to meet your unique payroll and business management requirements.**

## PAYROLL FOR FIELD SERVICES

Acumatica's Field Service Edition integrates all aspects of a business: CRM, sales, inventory, purchasing, accounting, payroll, and financial reporting. Its 360-degree view of customer activities improve the overall customer experience and elevate customer satisfaction, leading to higher recurring revenues and a competitive advantage.

Using the Field Services Edition appointment features, individual users can capture their time in the field using a clock-in/clock-out feature directly from their mobile device. From there, they create time activities for the work they complete, which then flows directly to payroll for processing and on to the order for appropriate client billing. The result is timely billing, full transparency into the work performed, and a better customer experience.



## The Big Picture

**Payroll is a critical function** for most businesses, not only due to its impact on overall business profitability, but also its importance for employee morale and effectiveness. When payroll management is treated as a separate, outsourced function or is allowed to dictate the selection of an unsuitable accounting solution, it can lead to organizational inefficiencies, lack of insight, and errors. It is time for businesses to take a step back and **consider the clear advantage** of having a comprehensive, accessible solution that connects payroll and timecard data directly to accounting.

**For More Information, Please Contact:**

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