

LET'S PLAY NICE: HUMAN RESOURCES & PAYROLL COMMUNICATIONS

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Do you ever have the feeling
that your HR and Payroll
departments are fighting like
cats and dogs?



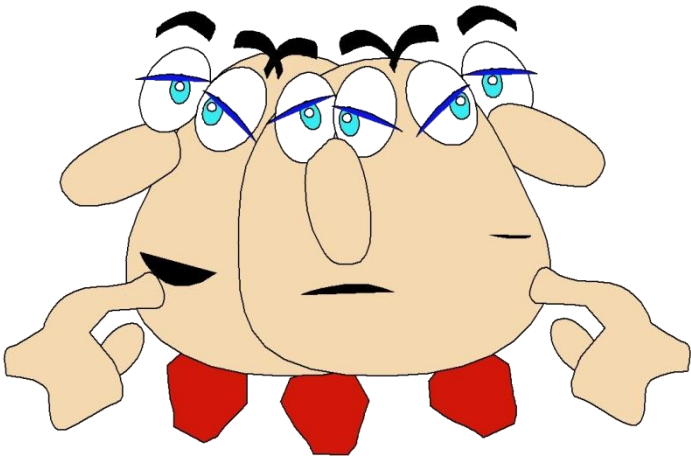
**And no matter what you do,
neither side can win??**

THE BLAME GAME: WHO DROPPED THE BALL??



What is HR Thinking?

THE “THEY” SYNDROM



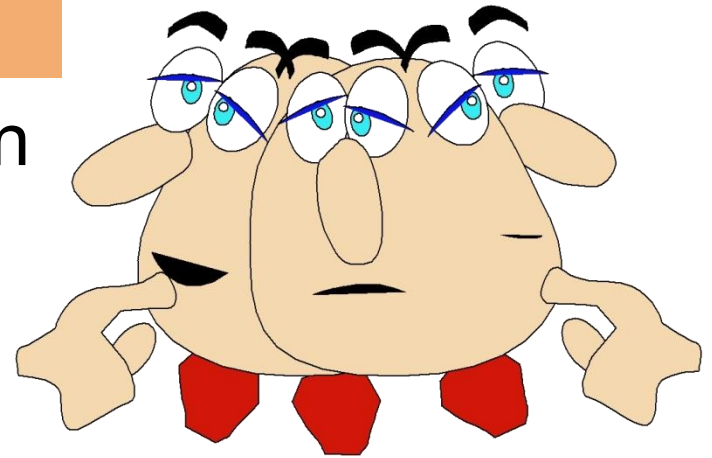
- Why can't They get it right?
- Why must They be so rigid?
- Why can't They just cut this employee a manual check?

WHY? WHY? WHY?

What is Payroll Thinking?

THE “THEY” SYNDROM

- Why can't They get paperwork in to us on time?
- Why can't They understand that we are only trying to be in compliance?
- Why can't They let us know what is happening before it happens?



WHY? WHY? WHY?



Let's take a look...



HR IS GREY

**PAYROLL IS
BLACK AND
WHITE**

WE NEED TO INTEGRATE THE TWO TO BECOME



LET'S BE GUMBY!



FLEXIBILITY

GOALS

Whose
goals are
more
important
??



**BOTH ARE
JUST
AS
IMPORTANT!!**

BASIC HR & PAYROLL GOALS

HR - Employee Relations

Payroll - Paying Employees correctly

COMBINED GOALS...

.....AND YOU DIDN'T EVEN KNOW IT!

- ☐ Customer Service
- ☐ Best Practices
- ☐ Compliance
 - ☐ Workers Comp Audits
 - ☐ 401k Audits
 - ☐ DOL Audits
 - ☐ Federal Audits
 - ☐ State Audits
- ☐ High-level of Excellence
- ☐ Compliance with Company Policies
- ☐ Company Goals

CHANGES ARE ACOMIN'

BETTER HOP ON THAT TRAIN OF CHANGE BEFORE IT PASSES YOU BY....



WHAT CHANGES??

Interaction between HR & Payroll

Roles and Duties of HR & Payroll Professionals

Strategic to Transactional and visa-versa

INTERACTION BETWEEN HR & PAYROLL



Integration of HR and Payroll Systems

=

High degree of integration of goals and interrelationships between both groups.

THE OLD SWAPEROO

ROLES & DUTIES OF HR & PAYROLL PROFESSIONALS



HR →

Unemployment Claims
Disability Claims
401k Audits
Worker's Comp Audits

PAYROLL →

Time & Attendance
Updating of data in Systems

STRATEGIC TO TRANSACTIONAL AND VICE-VERSA

As the world of HR and Payroll is evolving, so are the roles.....

Where Payroll is considered to be traditionally a Transactional role, more and more Businesses are looking at Payroll as a Strategic role. With the continued importance of CPP (Certified Payroll Professional) certification, businesses are now focusing on what A Payroll Professional can provide them with strategizing to keep the company in Compliance with laws; maintaining Time and Attendance databases and how best to use this tool; among other items that move the business to the next level.

Where HR is considered traditionally to be a Strategic role, it is moving on some levels to the Transactional role as HR Professionals now process updates in HRIS Systems that flow to Payroll; where Payroll is verifying the information and processing Payroll.

HOW DO WE GET ON THE SAME PAGE?





Compromise

Meeting of the Minds

Understanding each other's goals and initiatives

**Strategic Planning to ensure that HR & Payroll Make
a World-Class Team**





PAYROLL

HR

BUILDING YOUR TEAM

Who is Involved?



Why are they involved?

What is Involved?

THE WHO OF IT



THE WHY OF IT

Compliance (SOX)

- Accurate Processing

Unity of the Team

- Shared Values

THE WHAT OF IT

Communication is the key

Stop “Blaming”; develop ways to make things better

Schedule “open” meetings as a group to go over open items

Communicate issues and problems and resolve as a team



BE PARTNERS!!



GO TEAM!!

THANKS FOR ATTENDING!



If you want more info, please
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PAYROLL, PROCESS & PEOPLE SOLUTIONS