



Payroll Wars

Web: www.TeamNFP.com

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Welcome to “Payroll Wars”

May 5, 2015

Presenter: Patti Miele

Sponsored by TeamNFP & Your MIP Business Partner





Welcome

- Expert Panel moderated by Jan Triplett, Ph. D.
- Guest Speaker – Patti Miele
- MIP User Panel Member Cito Venegas
- Abila Business Partner Panel Member Michael Golub
- Abila Software Partner Panel Member 'Q' Johnson



Agenda

- ⚙ Presentation by our guest expert
- ⚙ Topics for questions for our panel
 - ▶ Pay Day Issues
 - ▶ Recordkeeping Issues
 - ▶ Comparing Your Options
 - ▶ Your Issues & Experiences



Housekeeping Items

- Please mute yourself
- Use the "Chat" window if you have a question or technical issue
- CPE's & Certificates — please provide your info
- Recording & Slides will be available — send request
- Short demos after the session
- Feedback survey emailed after the session



Guest Speaker

Patti Miele

- ▶ Owner of Patti Miele Consulting
 - Software training and support for nonprofits
 - Also provides accounting services for clients with temporary shortages in key financial positions
- ▶ Work experience on nonprofit staffs and as a consultant during which she assisted on many more than 20 payroll conversions



Agenda

- What do NFP's need
- What are our choices
- How to decide what is right for you
- Evaluation strategy
- Customer experiences & questions



NFP Needs

- Flexible accurate process that fits their size and capability
- A system that handles their more complex GL structure
- “Nice to have” features that add value



NFP Needs

- Most common reasons for changing payroll solutions

Oops	Staff change – ED, CFO, HR
\$\$	Board change
New accounting software	Other?



Payroll Wars

- ⚙ The world is divided into two parts
 - ▶ Those who believe in out-sourcing payroll
 - ▶ Those who believe in doing payroll in-house



Outsourced Payroll View

Taxes will be paid correctly and on time

Can easily handle large, complex, multi-state payrolls

Payroll will get processed

Changes in payroll tax laws are automatic

Payroll company has burden of responsibility

No need for staff payroll expertise (\$\$)



In-House Payroll View

More control over processing schedule

No additional processing fees (\$ \$)

More control over cash flow

Integration with accounting

Need for some level of payroll expertise in any scenario



How do we decide?

- ⚙ What we are talking about today is different than how payroll services evaluate your payroll needs.
- ⚙ Focus on “needs” of your GL
- ⚙ NOT just your payroll



The High Five

1. Payroll size
2. Organizational culture, stability
3. Complexity of Accounting (multiple funds)
4. Complexity of Accounting (other segments)
5. Complexity of pay codes

⚙ Other factors to consider:

- ▶ Multiple State payrolls
- ▶ Timekeeping solutions
- ▶ Other products & services desired



Outside Payroll Factors

- ⚙ Reputation
- ⚙ Customer Service
- ⚙ Interface
 - ▶ SaaS model
 - ▶ Phone in
 - ▶ Employee Portals
- ⚙ Other products offered
- ⚙ Specialization or customization
- ⚙ Cost



MIP Payroll

- One database – fully integrated with GL
- Separate point of entry
- Bundled with Aatrix tax filing software
- Tax tables up to date
- Multiple payroll cycles, state taxes, you name it
- Direct deposit with emailed pay vouchers
- Exception based philosophy of payroll processing



A word about “integration”

Export/import, no manipulation

Use “bridge” software from an Abila Development Partner (ex: Payroll TM8)

Export/import, some manipulation

Full integration – only MIP payroll



Payroll Decision Matrix

1 = Great

2 = Fine

3 = Poor

4 = Painful

Outsourced
payroll
(no integration)

manual JV
(excel?)
from PR reports

Outsourced
payroll
(integration to MIP)

export/import
* use of "bridge"
software

MIP Payroll

& good payroll
person
on staff

MIP and
HR module

MIP, HR, EWS

Organization/Accounting Characteristics

One fund, one segment, simple pay codes

1

2

1

over 50 ee's

web timekeeping

One fund, two code segments, simple pay codes

2

1

1

over 50 ee's

web timekeeping

Two+ funds

3

3 or 2 *

1

over 50 ee's

web timekeeping

Three+ segments

3

3 or 2 *

1

over 50 ee's

web timekeeping

One fund, simple accounting, complex pay codes

1

2

2 &

1

1

Two+ funds, complex pay codes

3

3 or 2 *

1 &

1

1

Three+ segments, complex pay codes

3

1*

1 &

1

1

Large organization, two plus funds, three+ segments

4

1*

1 &

1

1

High turnover organization

1

2

2

over 50 ee's

web timekeeping



Topics for our Panel

- ▶ Pay Day Issues
- ▶ Recordkeeping Issues
- ▶ Comparing Your Options
- ▶ Your Issues & Experiences



Thanks & Next TeamNFP/Partner Webinar

- Special thanks to Patti for her presentation and to our panel members
- Thanks to our TeamNFP Business Partners who helped get the word out. They sell and work hard to help you make the most of Abila's MIP and TeamNFP software.
- 3rd Quarter 2015 Webinar Topic: Tune Up Your MIP Database. Tuesday, August 4 at 3:00 CDT.



Adding Security & Value to Your Abila MIP Financial Software Investment

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Thank you for joining us!