How Sacramento Housing **Saves Thousands of Hours a Year** on Payroll and Benefit Tasks

SHRA

HR

CHALLENGE ONE

Took 48-72 hours to figure out bank balances and process payroll

Their old system couldn't manage FMLA and other leave entitlements, requiring them to use separate spreadsheets for gross pay adjustments and exceptions. This process took days to complete bi-weekly.

OUTCOME

Payroll is processed in 30 minutes and balances are auto calculated for them

Now, with a system that handles complex leave types, premiums, shift differentials, etc., it only takes 30 minutes every two weeks to process payroll. Built in rules means they know their balances at all times, without manual calculations.

1250 Hours Saved

per year processing payroll

Now that their HRIS system can handle the complexities unique to their agency, they're saving days of work every two weeks.
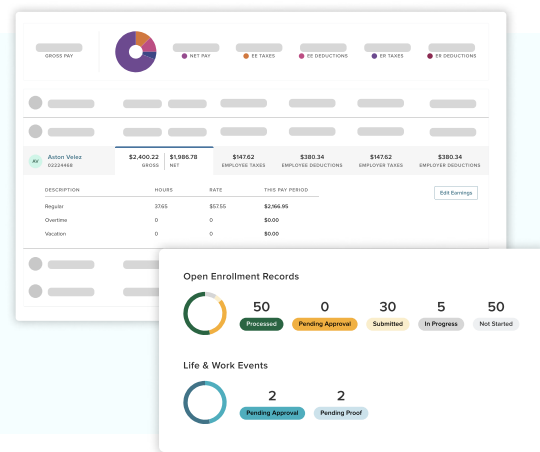
CHALLENGE TWO

Manually managed benefits which was tedious and error prone

They have a complex benefit structure: 11 different groups with unique eligibility rules, specific waterfall rules based on Pension (Classic versus PEPRA), and contribution strategies that vary based on enrollment or waive of coverage.

OUTCOME

No more manual work and benefit changes flow to payroll automatically

Now they can make updates and verify changes in one system of record. Changes are automatically communicated with their vendors and flow to payroll - eliminating manual, error prone tasks.

> "Nobody believes me when I say we found **a solution that actually works**. The agencies near me do 90% of their process manually because of the amount of work keys. NEOGOV can handle all our needs."

Tracy Knighton, **HR Program Manager,** Sacramento Housing and Redevelopment Agency (CA)