



# Pascua Yaqui Tribe

## On the Forefront of HR Modernization for Tribes

### THE CHALLENGE

When the Pascua Yaqui tribe's HR team conducted a survey to understand how they were serving the organization, an overwhelming number of departments cited onboarding new hires as their most frustrating issue. But when HR Director Andrew Esposito joined the team, he realized that the entire employee journey needed to be overhauled and modernized. **So, he made it his mission to digitally transform his department to better meet the recruiting, training, and administrative needs of the greater organization.**

### FACILITATING CHANGE

When searching for the right technology, Esposito knew he needed an integrated solution that could support both standard HR needs as well as those specific to tribes, such as grant allocations in payroll.

"For our organization, we needed a centralized platform that could support our complex needs," Esposito said. "I did not want to deal with a separate LMS, a separate payroll, a separate everything. NEOGOV was the only company that fit that niche. They fulfilled my dream of finding a single system capable of handling it all."

Esposito was also excited about the opportunity to save resources, so he set out to convince the Council why NEOGOV's software was worth allocating a portion of their Human Resources budget to.

"I went to our budget hearings with the strategy, the why, and a show of commitment," Esposito said. "I explained how NEOGOV was going to get us all of the things that Council has been asking us to do." He highlighted how the integrated solution would accelerate the previously slow and clunky onboarding process and help them process payroll more quickly.

The proposed time and cost savings won over the Pascua Yaqui Council and they approved the investment. Since implementing NEOGOV's applicant tracking, onboarding, and performance management solution about a year ago, they have added additional products and now have the entire suite, including payroll.

## THE BENEFITS

As a result of effectively eliminating all of their manual HR processes, the tribe has experienced a multitude of benefits, even some they didn't expect.

"When we did the HRIS implementation, we found out that we've been over-accruing PTO for 10 years. That got caught in testing, because NEOGOV works," Esposito said.

They also reduced time to hire, an added benefit. "We were able to shave down our 3-6 month time-to-hire. Our team is spending at least 60 to 70 percent less time dealing with manual processes because of NEOGOV."

The automation of payroll has been another game-changer. "It's almost like heaven opened up for the Payroll Team, because they previously spent an enormous amount of time manually processing payroll

and now we've got everything integrated. We've seen tremendous savings in manpower hours and accruals, and our deductions now match," said Esposito.

Looking back to when he first joined, Esposito says his decision to implement NEOGOV also improved other departments' perception of their onboarding process that had previously been called "the HR team's worst service."

"Now I get nothing but tremendous feedback about how easy it is to onboard employees using NEOGOV," said Esposito.

Thanks to Esposito's bold vision and NEOGOV's workforce platform, the Pascua Yaqui tribe is at the forefront of HR modernization among tribes.

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ANDREW ESPOSITO, HR Director  
Pascua Yaqui Tribe