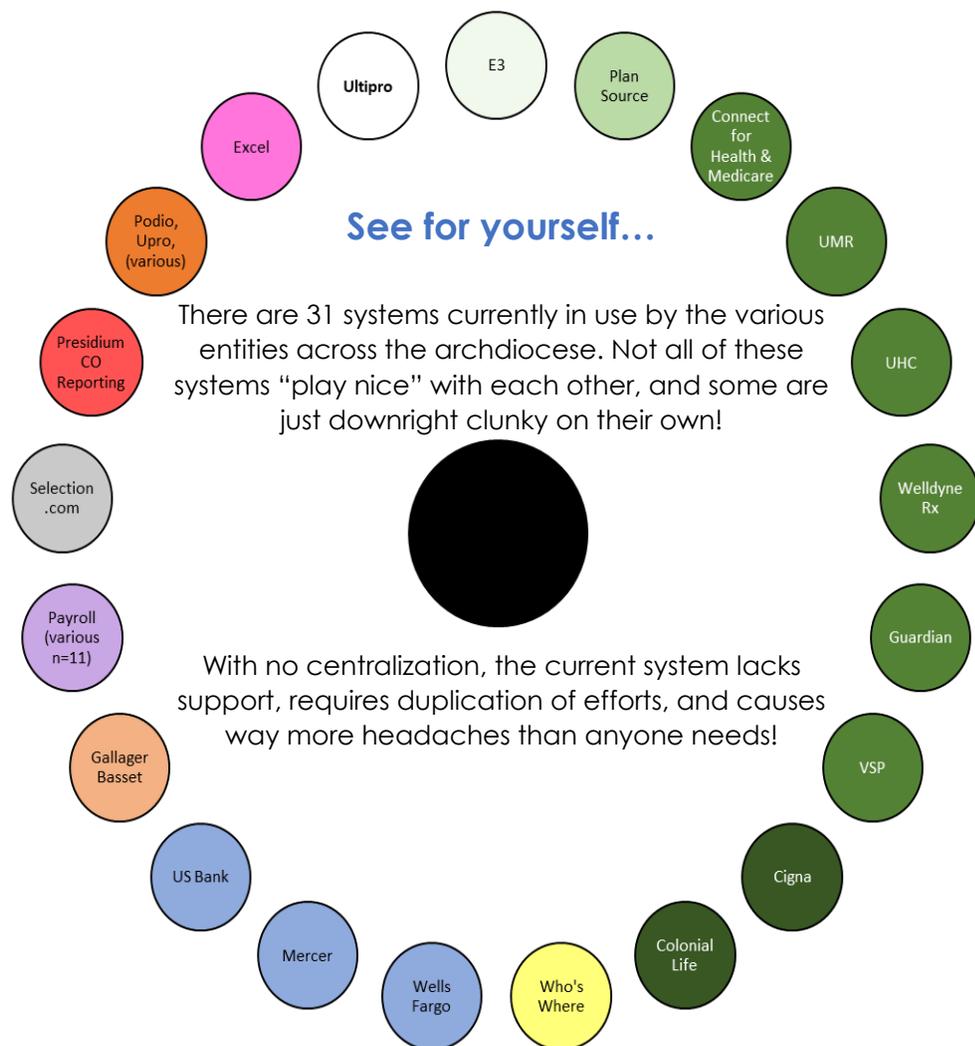# How did we get here?

We have been working for nearly a year with a cross-functional project team, comprised of business managers, HR, payroll, IS and accounting employees, that has conducted six different focus groups comprised of various parishes and groups across the archdiocese. **We talked to big parishes and small parishes, business managers from the plains, the metro area, and the mountains, parishes with and without schools, experienced staff members and ones who are new — you name it!** We heard you and we found that everyone was arriving at the same conclusion — *something needs to change*.
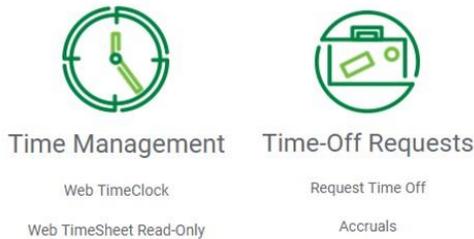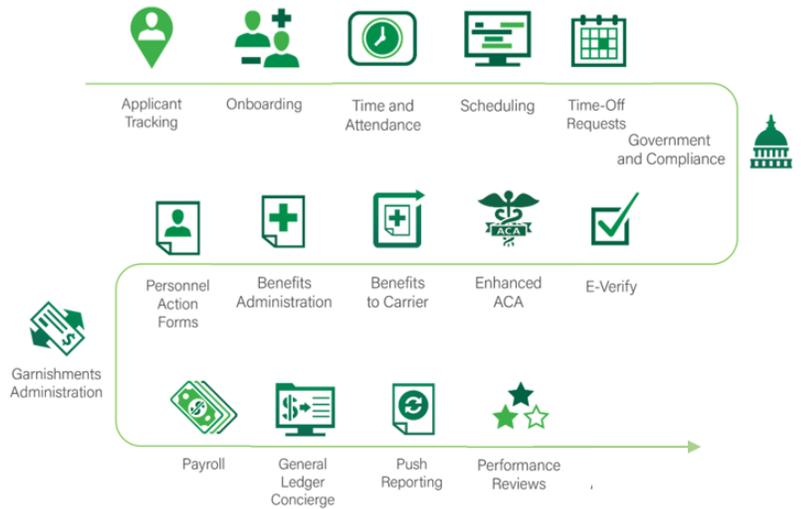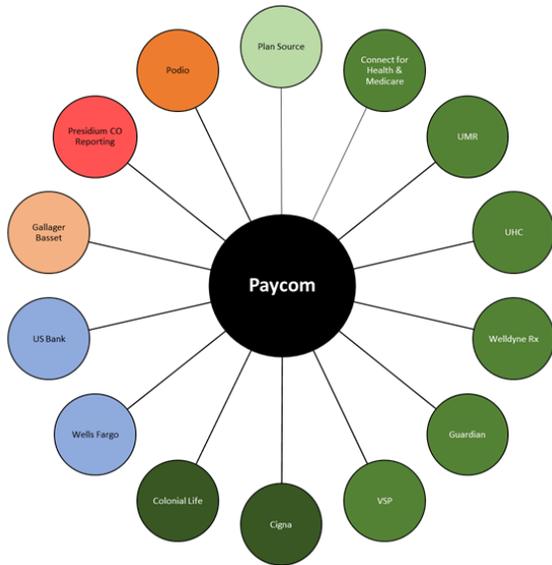
Here's what we found:

- Current systems are not aligned, are not intuitive, don't integrate well, and create more work.
- Business managers are expected to wear too many hats — and be experts of it all!
- Compliance at the state and federal level gets more complicated every year.
- Central organization, communication, and training is weak and inconsistent.
- Turnover and job expectations increase burdens on existing business managers.
- Something needs to change!

The new Paycom system has been chosen because it specifically addresses every one of these problems and provides a clear and streamlined solution that will be more effective and easier to use.

See for yourself…

There are 31 systems currently in use by the various entities across the archdiocese. Not all of these systems "play nice" with each other, and some are just downright clunky on their own!

With no centralization, the current system lacks support, requires duplication of efforts, and causes way more headaches than anyone needs!

Ultipro · E3 · Plan Source · Connect for Health & Medicare · Excel · UMR · Podio, Upro, (various) · UHC · Presidium CO Reporting · Welldyne Rx · Selection.com · Guardian · Payroll (various n=11) · VSP · Gallager Basset · Cigna · US Bank · Colonial Life · Mercer · Who's Where · Wells Fargo

What will the new Paycom system look like?

1) The new system will free up business managers by streamlining the process and offering organization wide-support. How? It will take the 31 different software systems and process across the archdiocese and streamline them into one platform through Paycom. Check out these images to see how Paycom pulls together the different systems into one smooth process.

2) The new system will empower employees through self-service portals. The system redesign will allow your employees to have access to their own self-service portal, where they can take advantage of many new features. This will allow you to step back and empower employees to submit their own information for things like clocking in, requesting time off, and so much more! And the best part is that this can be done via a tablet or even their own personal electronic devices! Check out the image to the left to see what the new system can do!

3) This standardized system allows for an unprecedented level of organization-wide support. By streamlining and standardizing the process, everyone will be on the same page. This means more resources, more support, and more oversight when needed. This also means business managers to take time off when they need to because it provides the opportunity for back-up support, even outside of your own parish!

What does this new system mean for YOU?

It means **life is about to get a whole lot easier**! The new, streamlined HR and Payroll system will automate burdensome processes and free business managers up by offering new and exciting features.

Check out these two tables to learn about **what won't have to be done** anymore and what **new features** the Paycom system provides.

What You Won't Have to Do!

Manage Paper Applications
Manage Paper Onboarding Documents (I-9's, W-4's)
Manage Paper Time Sheets & Work Schedules
Hand Calculate Employee's Hours
Manual Accruals & Paper Time-Off Requests
Paper Employee Documents
Manual Benefit Bill Reconciliation
Manual Performance Reviews
Manual Payroll Tax & Deposit Management
Manual 940's, 941's, W-3's, & W-2's
Hand Keying Information Into Who's Where
Manual New Hire Reporting to State
Manual Garnishment Administration

Feature	Today	Paycom
Online Application Portal	✗	✓
Online Onboarding Capability (Electronic I-9's, W-4's)	✗	✓
Online Time Clocks, Time Sheets, Work Schedules	✗	✓
Online Accruals & Time-Off Requests	✗	✓
Online Company Documents	✗	✓
Online Benefits Enrollment & Information	✓	✓
Online Performance Reviews & Goal Setting	✗	✓
Online Paycom Learning Courses & Training	✗	✓
One Portal For HR/Payroll Messages & Communication	✗	✓
Automated ACA Compliance	✗	✓
Automated I-9 Compliance & Retention (E-V)	✗	✓
Automated Payroll Tax & Deposit Management	✗	✓
Automated New Hire Reporting to State	✗	✓
Automated Garnishment Administration	✗	✓