

# PAYROLL ADVISORY SERVICES

## Adapt to constant changes in payroll with effective payroll management and administrative strategies.

The main factors affecting the payroll department are continually changing environments, compliance issues, managing data and related policies along with keeping both internal and external processes up-to-date, and staying on top of collective bargaining agreements and unique payment arrangements.

**The only sure thing in payroll is change.** Changes to tax laws, employee population changes, and changes to business direction. There are thousands of payroll tax jurisdictions in the U.S. alone, and keeping up with their changes is a constant struggle.

## ALLEVIATE YOUR PAYROLL CHALLENGES

### PAYROLL OPERATIONS MANAGEMENT

Working closely with your team, our certified experts can assist with any of your payroll needs:

- » We can provide both short and long-term support for your payroll department
- » Our team has extensive knowledge of:
  - Domestic and international payroll
  - Mergers and acquisitions
  - Equity administration
  - Expatriate processing
  - Compensation
  - Compliance requirements

### PAYROLL OPTIMIZATION

Our team can streamline your payroll operations to ensure they are cost effective and compliant. Assessment and analysis are the first steps and a pillar of the project needed to ensure all payroll challenges have been identified and understood. Our comprehensive assessment includes:



People and staffing



Payroll processes



Technologies in place



Internal policies

Based on our assessment, we work with you to streamline operations, implement new technology and train personnel to enable improved efficiencies.

## OUR EXPERT



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**COMPLIANCE**

Our consultants understand the relevant compliance laws that impact your business and can help you implement proactive measures to maintain compliance through:

- » Working with you to review and maintain compliance with all aspects of payroll processing, primarily with tax rules and regulations down to the local level
- » Assisting in setting internal controls in place as they relate your requirements in areas such as Sarbanes-Oxley compliance, payroll tax reporting, garnishments, overtime calculation rules, as well as other compliance issues

*For more information about our services, visit [www.sikich.com](http://www.sikich.com).*



*Executive Alliance provided HR and Payroll consulting services for over 25 years and was acquired by Sikich in 2018. Sikich LLP is a global company specializing in technology enabled professional services. Founded in 1982, Sikich LLP is a leading professional services firm specializing in accounting, technology, and advisory services. Sikich draws on a diverse portfolio of technology solutions to deliver transformative digital strategies. Our clients utilize a broad spectrum of services and products to help them improve performance and achieve long-term, strategic goals.*

*Today, our Human Capital Management & Payroll Consulting division focuses on improving HR and Payroll functions and selecting and deploying appropriate technologies to drive business results. We assist companies with a broad-based HR and Payroll Advisory Service; with a client specific targeted approach. We offer technology evaluation and implementation services, payroll functional improvement services and broad HR Consulting services. Our areas of expertise include planning, evaluation, selection, implementation, staffing, management, and compliance.*

**QUESTIONS TO CONSIDER**

- Do you have a gap in your senior payroll level skill set, or recent turnover, for which an interim or permanent **payroll management** role is needed?
- Are you planning to consolidate and centralize **payroll operations** and need help getting set up?
- Are you concerned that your payroll team is underutilizing the available technology to efficiently and accurately **process payroll?**
- Are you planning to add to or enhance peripheral systems, such as a new **Time and Labor Management solution**, and need experienced guidance to re-engineer your payroll processes?
- Have you received any negative tax or internal audit findings and are under a timeline to identify and **correct calculations or processes?**
- Are you worried that you are not **completely on top of tax law and federal benefit changes**, new tax jurisdictions and collective bargaining agreements?