CASE STUDY

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REVOLUTIONIZING HR:

PeopleGuru™ streamlines payroll processing for residential property management group operating in eight states



Case study: Garden Communities



Challenge: With 12 West Coast properties supported by 300-plus employees, managing payroll is challenging, especially when dealing with state-specific labor laws and regulations related to time off, meal penalties, and overtime. In addition, the majority of the company's bi-monthly payroll is comprised of hourly workers.

Established in 1954, Garden Communities builds and manages residential apartments and housing communities throughout the country including New Jersey, New York, Connecticut, Arizona, California, Florida, Maryland, and Minnesota. The company offers an array of units, including studios, townhouses, duplexes, and luxury apartments, as well as affordable housing and active adult communities.

Years ago, the payroll department utilized paper-based processes and punch cards to track hours. It then tried to streamline processes by implementing Easy Clocking, an attendance system that allows employees to clock in (and out) via biometrics scanners. While this solution helped track the time performed by hourly workers, the data still needed to be manually entered into the payroll system, requiring days to process. A better system was needed to save time and reduce errors.

"It was important that our payroll provider offered the flexibility to handle our complex payroll, and more importantly, was apprised of the constantly changing laws to maintain compliance."

Cathy Carlson,
Payroll manager

Productivity has significantly improved and errors have gone down as HR staff spends less time on paperwork and manual data entry.

At a glance:

Industry: Property management
Founded: 1954
Headquarters: New Jersey
Number of Employees: 300+
Solution: UnicornHCM

Highlights:

- Reduce the time associated with manual tasks
- Cloud-based platform allows for payroll automation
- Unicorn's customer support team took the time to understand our processes and configure UnicornHCM accordingly

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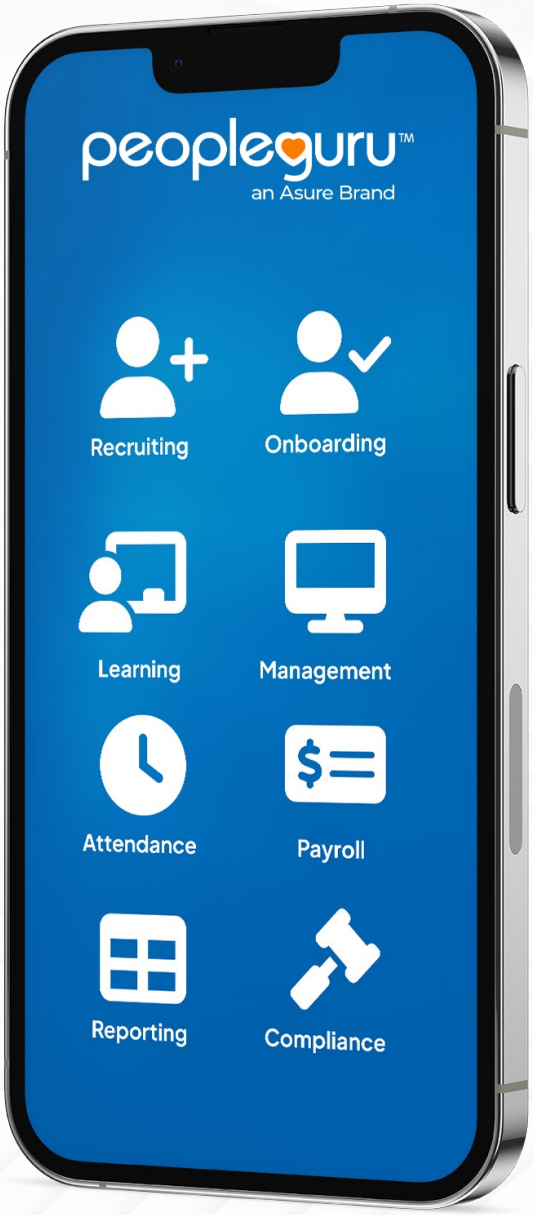
SOLUTION:

Automated payroll, even in highly regulated U.S. states



In 2017, after evaluating several solutions, Garden Communities selected Unicorn's cloud-based human resources and benefits administration platform, UnicornHCM. Utilizing UnicornHCM, Garden Communities now has the capability to automate its payroll.

UnicornHCM allows Garden Communities to reduce the time associated with manual tasks, such as viewing payroll calendars and pay dates, selecting the appropriate pay group, department, or legal entity for payroll processing, and ensuring compliance with labor laws.

"When it comes to payroll, every company has their own unique requirements and nuances," added Carlson.

"From day one, Unicorn's customer support team took the time to understand our processes and configure UnicornHCM accordingly. They are always available when I have questions about new corporate or government regulation."

Cathy Carlson,
Payroll manager



RESULTS:

Automated workflows + reduce payroll processing time from days to minutes.

Utilizing the UnicornHCM platform, Garden Communities has been able to automate workflows and reduce the time required to process payroll from days to minutes. Staff now have access to payroll data at any time, from anywhere, which streamlines check, voucher, and W-2 processing and distribution for salaried, and hourly employees.

“It used to take my team four days to process payroll for 150+ employees,” added Carlson. “Today, the payroll of 300+ employees can now be performed in minutes with UnicornHCM.”

With the ability to calculate complex payroll wages such as shift premiums, overtime, and garnishments, UnicornHCM has eliminated errors, improved productivity, and increased employee satisfaction.

“Unicorn has been a true lifesaver for us,” said Carlson. “The UnicornHCM platform ensures that paychecks are accurate, and employees are paid on time.”

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