

HR + PAYROLL OUTSOURCING

*WHAT YOU NEED TO KNOW ABOUT
OUTSOURCING A PEO (PROFESSIONAL
EMPLOYER ORGANIZATIONS)*

WHY DID YOU START YOUR BUSINESS?

The first question I advise clients to ask themselves is, why did you go into business in the first place? While I've received various answers, none have ever said they did to handle payroll or compliance issues. This is the first sign that outsourcing payroll may be a valuable move for your business.

WHAT ABOUT THE COST?

When comparing costs of outsourced payroll to those of a full-time minimum wage employee, you should immediately see the savings. In addition to seeing those cost savings, off-loading the liability and everyday time-consuming task of payroll, allows business owners and managers to redirect their time and energy to revenue-generating aspects of their business.



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OPPORTUNITIES OF ERROR

As a company grows, it can also see an increase in error-making opportunities. By utilizing a professional payroll staff, you can continue to grow and handle various classifications of workers, while keeping the guesswork out of being compliant with ever-changing government regulations.



WHAT IS A PEO?

According to Wikipedia, the definition of a PEO is a professional employer organization. It is a firm that provides a service under an employer who can outsource employee management tasks. Tasks such as employee benefits, payroll and workers' compensation, recruiting, risk/safety management, and training and development.



There are many options out there when it comes to partnering with a PEO. However, not all are the same and provide the same level of service.

Although we support the PEO model and offer it, we encourage potential clients to look at cost comparison, opportunity costs, track record of service, and hidden costs. Most PEO's have them.



When Partnering with a PEO, keep in mind that although you will be offloading administrative weight, you will lose some flexibility and control. To most, the trade-off is worth it.



WHAT IS ASO?



As defined by Wikipedia as an administrative services organization provides outsourced solutions to meet the administrative and HR needs of the client, with the client retaining all employment-related risks and liabilities.

The main difference between the two is, very simply put, flexibility.

By providing payroll, benefits, and HR services and assisting with compliance issues under state and federal law, PEOs allow **small businesses** to improve productivity and profitability, to focus on their core mission, and to grow.



When trying to decide what outsourcing solution best fits your needs, keep in mind a few questions.



1. Is the company PEO only, or do they also offer ASO?
2. Does the company supply the software platform only? Or is there **professional staff to support** your payroll specific needs when they arise?
3. Can the **outsourced payroll company** scale with your company as you grow? What are some things they can assist with as you grow? i.e., HR support, Benefits Administration, Safety & Risk Management, Time & Attendance System.



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4. Are the costs straight forward, or are there hidden costs for additional reports, garnishments, or issuing w-2's?

5. Is there any add on packages that would benefit your company at little to no extra cost? e. Supplemental Benefits, or retirement options such as a Multiple Employer Plan 401k



Lastly, keep in mind that most companies will do a discover meeting and demo on their software. Doing so will give you more information on how their systems and procedures work. As well as, give you a pricing guide that is built specifically to your unique needs.



**CONTACT US
FOR A FREE
DEMO TODAY!**



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