



Integrating HR and Payroll Keeps Mona Electric Group's Employees Happy

Mona Electric Group, Inc., is one of the largest electrical organizations in the Washington DC metropolitan area. The company has been in business for more than 40 years and is one of the most diversified electrical contractors in the country. With a legendary two-hour-or-less response time for emergency service, Mona sets industry standards. The company can maintain this standard primarily because of their most valuable asset, their 600+ employees.

Automating and integrating HR with Microsoft Dynamics® Solomon

When Mona's employee base exceeded 500, Ron Warren, chief information officer, decided to professionally automate HR and integrate HR with payroll. The company had reached a point in which applications such as Microsoft® Excel® and Access® were no longer robust enough for comprehensive HR and benefits management.

Warren enlisted the assistance of his Microsoft re-seller, SIS, Inc., and they began researching HRIS solutions that would integrate with their Microsoft Dynamics Solomon. They received proposals from five companies which proved to be extremely expensive — in the six-figure range — and none of these solutions provided an integration with Solomon. Warren was "not keen on building bridges."

Warren had provided input into the creation of Solomon's Advanced Payroll system and had substantial insight into the product. When SIS, Inc. recommended Ascentis HR, Warren knew right away that his re-seller had found a product that would easily interface with Solomon's payroll module.

Ascentis HR discovered, purchased and implemented in less than one month

In choosing Ascentis HR, Mona Electric was able to purchase an HR system that seamlessly integrated

with their ERP solution at one-eighth of the price of the original solutions they were considering. After purchasing Ascentis HR, the executive team set a mandate to go live with the Solomon/Ascentis HR integration within one month. Warren, SIS, Inc., and an Ascentis consultant "locked themselves in the Mona Electric conference room" to figure the systems out. Warren explained, "The plan was to stay in the room until we fully implemented Ascentis HR and interfaced it with Solomon. I cleared my calendar for several weeks."

"In just three days, Ascentis HR was set up and linked to Solomon, all data was imported, and all employees were trained on the software!" stated Warren. He couldn't believe that he had gone from seeing a product demo less than a month ago, to seeing the product implemented and live in such a short period of time. Warren suggests two reasons for the easy deployment: The ease-of-use of the software, and the expertise of the people managing the deployment.

Ascentis HR and ROI

"Now that we use Ascentis HR, I can't fathom how we did our jobs without it," Warren continued. Before Ascentis HR, compliance data was located in various locations throughout the Mona Electric HR department. A lot of data tracking and reporting was required that couldn't be produced. Mona Electric needed a full-time employee to merely maintain accurate data.

Warren said, "Now, we're compliant. With Ascentis HR, we know all data is accurate, up-to-date, and comprehensive company-wide." Ascentis HR saves Mona Electric one full-time employee and at least 15 hours per week — just from a reporting perspective.

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Integrating HR and Payroll Keeps Mona Electric Group's Employees Happy, Cont.

Ascentis HR manages all types of HR and benefits information for Mona Electric. The HR manager recently asked for a report of all applicants that applied for a job posted ten months prior. Before Ascentis HR, this request would have created a lot of work for two or more Mona Electric employees. "Needless to say, there would have been sighing as this was a monumental task at the time," said Warren. "This would've required a hike to the cabinets and significant time spent going through paper files. With Ascentis HR, this report was created in one minute!"

A system that can report on anything

Prior to Ascentis HR, Mona Electric's payroll and HR systems were not connected. Payroll kept track of payroll-related data but not training or education. Since Mona Electric is part of the union, it has to contend with various jurisdictions, HR is required to track all training and education information. The organization needed to track this data for reporting and compliance purposes.

Warren explained, "As a utility company, we require our employees to have updated first aid courses. There must be at least two employees on all job sites with this certification. Ascentis HR makes it easy for us to track and report on this information; we can now easily run an OSHA 300 report to ensure job site compliance."

Ascentis HR makes it easy to track and report on anything and everything. Warren cannot stress enough how important this is. Mona Electric created custom tabs and Ascentis HR delivers reports on them. In addition, Mona Electric pays benefits that don't get deducted from the paycheck but instead get added. Most systems can't handle this but Ascentis HR can. If the information is in Ascentis HR, a report can be run on it.

Ensuring employee satisfaction

The one topic Warren wanted to be sure to touch upon is that of employee satisfaction. He explains, "Mona Electric employees are the sole reason for our company's continued success and management wants to ensure we do as much for our employees as possible."

Warren proudly exclaimed, "Mona Electric's employees are far more satisfied now that all HR and benefits management processes have been automated. Employees can get immediate and accurate answers to their questions. And, they don't have to deal with the issues that are inherent in a paper-based HR and benefits system."

Prior to Ascentis HR, there were several instances in which their insurance carrier had accidentally missed the enrollment of an employee's dependent. When the employee took their child to the doctor, they were denied coverage. Then the employee and the Mona Electric HR department had to spend several hours rectifying the situation.

To wrap up his thoughts on Ascentis HR and its value to his company, Warren shared one more ROI example. "This is one of my favorite examples of how much time Ascentis HR can save an organization. I love to see people's reaction when I talk about this. In the past, before Ascentis HR, we had to have one employee spend an entire month compiling and putting together an EEO1 report. Now, that same report takes less than one half-hour. Talk about ROI!" Warren boasts.

"If not for Ascentis HR we would need two additional employees in the HR department and one additional person in payroll and accounting per month," concluded Warren.

For more information about Ascentis HR and payroll software and services, call 1.800.229.2713, visit www.Ascentis.com, or e-mail info@ascentis.com.