



**LET'S TEAM UP.**

# **Advantages to Automating Challenging Public Safety Scheduling & Pay Rules**

**Steven Usarzewicz, Director  
Primepoint, LLC**

# Payroll & Reporting Challenges in Public Safety

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Unique aspects of Public Safety make incorporating the traditional functions of payroll, HR, time keeping, benefit time management, schedules, and leave of absence management at best difficult, and at times impossible.

*How do we overcome the hurdle: Public Safety applications don't always work well for the entire municipality or don't integrate with existing technology?*



# Payroll & Reporting Challenges in Public Safety

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- 24 / 7 Scheduling & Manpower Management
- FLSA Overtime Tracking
- Leave Management
  - FMLA
  - Military
  - Workers Comp
- Complex Reporting Needs
- GL Issues





# Payroll & Reporting Challenges in Public Safety

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## 24 / 7 Scheduling & Manpower Management

- Traditional & Non-Traditional Schedule Rotations
  - Police (8, 10, and 12-hour shifts)
    - 5 on – 2 off
    - 4 on – 4 off
    - Pitman (ex: 2 on-2 off, 3 on-2 off, 2 on-3 off)
    - PT and SLEO
  - Fire / EMT (24 or 10, 14-hour tour splits)
    - 24 on - 72 off



# Payroll & Reporting Challenges in Public Safety

Employees			MON 1	TUE 2	WED 3	THU 4	FRI 5	SAT 6	SUN 7	MON 8	TUE 9	WED 10	THU 11	FRI 12	SAT 13	SUN 14	MON 15	TUE 16	WED 17	THU 18	FRI 19	SAT 20	SUN 21	MON 22	TUE 23	WED 24	THU 25	FRI 26	SAT 27	SUN 28	MON 29	TUE 30	
Sort By: Last Name			6	6	6	6	7	6	6	6	6	6	6	7	6	7	6(-)	5(-)	6	6	6(-)	6	6	6	6	6	6	6	7	6	7	6	6
> KB	Kellie Benson Benson	176.00	☞	☞	☞	☞	☞			☞	☞	☞	☞	☞			☞	☞	☞	☞	☞			☞	☞	☞	☞	☞			☞	☞	
> LF	Luz Fowler Fowler	168.00	☞	☞			☞	☞	☞	☞	☞			☞	☞	☞	☞	☞					☞	☞	☞	☞			☞	☞	☞	☞	
> VM	Veronica M... Mason	160.00			☞	☞	☞	☞	☞			☞	☞	☞	☞	☞			☞	☞	☞	☞	☞				☞	☞	☞	☞	☞		
Detective Bureau																																	
> FL	Fredrick Little Little	112.00	☞					☞	☞	☞	☞					☞	☞	☞	☞					☞	☞	☞	☞					☞	
> LW	Lucia Diane... Wise	128.00		☞	☞	☞	☞					☞	☞	☞	☞					☞	☞	☞	☞						☞	☞	☞	☞	
Squad A																																	
> ND	Nadine Dun... Duncan	173.00	☞	☞			☞	☞				☞	☞			☞	☞					☞	☞				☞	☞			☞	☞	
> RG	Rudolph Gr... Griffith	192.00	☞	☞			☞	☞				☞	☞			☞	☞	☞				☞	☞				☞	☞			☞	☞	
> JJ	Joseph Jack... Jackson	192.00	☞	☞			☞	☞				☞	☞			☞	☞	☞				☞	☞				☞	☞			☞	☞	
Squad B																																	
> SH	Sherri D. H... Hudson	168.00			☞	☞			☞	☞	☞			☞	☞				☞	☞			☞	☞	☞				☞	☞			
> EH	Elmer Hugh... Hughes	192.00			☞	☞		☞	☞	☞			☞	☞	☞				☞	☞			☞	☞	☞			☞	☞	☞			



# Payroll & Reporting Challenges in Public Safety

Employees		MON	TUE	WED	THU	FRI	SAT	SUN
Sort By: Start Date		4	4	4	4	4	4	5
<b>Detective Bureau</b>								
> FL	Fredrick Lit... 11/07/2011	32.00	10:00 am - 6:00 pm	10:00 am - 6:00 pm	10:00 am - 6:00 pm	10:00 am - 6:00 pm		
> LW	Lucia Dian... 06/16/2013	24.00				10:00 am - 6:00 pm	10:00 am - 6:00 pm	10:00 am - 6:00 pm
<b>Squad A</b>								
> JJ	Joseph Jack... 10/18/2007	36.00		7:00 pm - 7:00 am	7:00 pm - 7:00 am			7:00 pm - 7:00 am
> RG	Rudolph G... 01/31/2008	36.00		7:00 pm - 7:00 am	7:00 pm - 7:00 am			7:00 pm - 7:00 am
> ND	Nadine Du... 01/09/2012	36.00		7:00 am - 7:00 pm	7:00 am - 7:00 pm			7:00 am - 7:00 pm
<b>Squad B</b>								
> EH	Elmer Hug... 10/04/2010	60.00	7:00 pm - 7:00 am	7:00 pm - 7:00 am		7:00 pm - 7:00 am	7:00 pm - 7:00 am	7:00 pm - 7:00 am
> JW	Jorge M. W... 06/01/2013	48.00	7:00 am - 7:00 pm	7:00 am - 7:00 pm		7:00 am - 7:00 pm	7:00 am - 7:00 pm	
> SH	Sherri D. H... 10/22/2014	48.00	7:00 pm - 7:00 am	7:00 pm - 7:00 am		7:00 pm - 7:00 am	7:00 pm - 7:00 am	



# Payroll & Reporting Challenges in Public Safety

Employees		12 am	4 am	8 am	12 pm	4 pm	8 pm	12 am
Sort By: Start Date		2	2	3	4	3	2	2
<b>Administration</b>								
> KB	Kellie Bens... 07/06/2000	8.00			8:00 am - 4:00 pm	Administration	Police Chief	
> VM	Veronica M... 03/16/2011	8.00	6:00 am - 2:00 pm		Administration	Lieutenant		
<b>Detective Bureau</b>								
> FL	Fredrick Lit... 11/07/2011	8.00			10:00 am - 6:00 pm	Detective Bureau	Detective	
<b>Squad A</b>								
> JJ	Joseph Jack... 10/18/2007	12.00					7:00 pm - 7:00 am	Squad A >>
> RG	Rudolph G... 01/31/2008	12.00					7:00 pm - 7:00 am	Squad A >>
> ND	Nadine Du... 01/09/2012	12.00			7:00 am - 7:00 pm	Squad A	Patrol	
<b>Squad B</b>								
> EH	Elmer Hug... 10/04/2010	0.00	7:00 pm - 7:00 am					Squad B Sergeant
> SH	Sherri D. H... 10/22/2014	0.00	7:00 pm - 7:00 am					Squad B Patrol



# Payroll & Reporting Challenges in Public Safety

My schedule ↗ My time off ↗

SUN	MON	TUE	WED	THU	FRI	SAT
28	29	30	1	2	3	4
			⊘	⊘		⊘
5	6	7	8	9	10	11
⊘	⊘	⊘			⊘	⊘
12	13	14	15	16	17	18
			⊘	⊘		
19	20	21	22	23	24	25
⊘	⊘	⊘			⊘	⊘
26	27	Ⓟ 28	29	30	31	1





# Payroll & Reporting Challenges in Public Safety

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## 24 / 7 Scheduling & Manpower Management (cont.)




- Qualifying credentials (CPR, CDL, Continuing Education, etc.)
  - Maintained / Managed by HR ?
  - Automated notifications to Officer and HR that credential is expiring



# Payroll & Reporting Challenges in Public Safety

Nadine Duncan - Scheduled ×

**7:00 am - 7:00 pm**

 Copy |  Delete |  Unfreeze


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Cost Center Squad A

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Skill Patrol

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Notes 

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Credentials CDL

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Certifications CPR

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Additional Cost Center Squad A



# Payroll & Reporting Challenges in Public Safety

<input type="checkbox"/>	Name	Violations
<input type="checkbox"/>	Kellie Benson	Does not have the correct Skill, Does not have the required Credential, Does not belong to the cost center, Already Scheduled
<input type="checkbox"/>	Fredrick Little	Does not have the correct Skill, Does not have the required Credential, Does not belong to the cost center, Already Scheduled
<input type="checkbox"/>	Lora Holland	Does not have the required Credential
<input type="checkbox"/>	Melanie Gilbert	Does not have the required Credential
<input type="checkbox"/>	Luz Fowler	Does not have the required Credential, Does not belong to the cost center
<input type="checkbox"/>	Jorge M. West	Does not have the required Credential
<input type="checkbox"/>	Betsy V. Saunders	Does not have the correct Skill, Does not have the required Credential, Does not belong to the cost center, Already Scheduled
<input type="checkbox"/>	Marcos Joseph	Does not have the required Credential
<input type="checkbox"/>	Henrietta Fitzgerald	Does not have the required Credential



# Payroll & Reporting Challenges in Public Safety

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## 24 / 7 Scheduling & Manpower Management (cont.)

- Management of benefit time (PTO, Vacation)
  - Minimum Manpower Requirements
    - Shift Swaps – who gets paid and when
- Open Shift, Grants, Outside Detail & Extra Duty
  - Fairness Rotations
  - Shift bids
    - Customizable Approval workflow or
    - Auto-approve capabilities





# Payroll & Reporting Challenges in Public Safety

- Management of benefit time (PTO, Vacation)

The screenshot displays a scheduling interface for 'MON APR 29'. The top navigation bar includes 'Day View', 'MON APR 29', and 'Today'. On the right, there are filters for 'Scheduled Employees Only' (checked) and 'Group by Cost Center' (checked). The main area is a grid with columns for time slots: 12 am, 4 am, 8 am, 12 pm, 4 pm, 8 pm, and 12 am. The grid is populated with employee rows, each showing their name, ID, and birthdate. Shifts are represented by colored bars: grey for Dispatch, green for Squad A, and blue for Patrol. A red arrow points to a '3:00 pm - 7:00 pm (Vacation)' bar for employee ND Nadine Du... Another red arrow points to a '3:00 pm - 7:00 pm' bar in the 'Open Shifts' sidebar. The sidebar also contains a 'Settings' section with checkboxes for 'Show Time Offs', 'Show Pending Time Offs', 'Show Shifts From Other Schedules', and 'Auto Validate Constraints'.

Employee	Shift	Start	End	Notes
Beverly Far...				
Travis E. M...				
Jim Ruiz				
Betsy V. Sa...				
Joseph Jack...	Squad A Sergeant	7:00 pm	7:00 am	
Rudolph G...	Squad A Patrol	7:00 pm	7:00 am	
Nadine Du...	Squad A Patrol	7:00 am	3:00 pm	
Nadine Du...	Vacation	3:00 pm	7:00 pm	
Elmer Hug...	Squad B Sergeant	7:00 pm	7:00 am	




# Payroll & Reporting Challenges in Public Safety


## Open Shift, Grants, Outside Detail & Extra Duty

- Fairness Rotations

**Browse and Select Employees**

Qualified Others

Search 

<input type="checkbox"/>	Name	Start Date	
<input type="checkbox"/>	Dorothy Lowe	2003-10-09	
<input type="checkbox"/>	Floyd Jenkins	2006-02-08	
<input type="checkbox"/>	Stacey A. Norris	2006-07-17	
<input type="checkbox"/>	Rudolph Griffith	2008-01-31	
<input type="checkbox"/>	Kenneth Terry	2008-03-03	
<input type="checkbox"/>	Peggy Hines	2008-04-01	
<input type="checkbox"/>	Henrietta Fitzgerald	2008-12-16	
<input type="checkbox"/>	Hannah D. Mann	2009-02-23	
<input type="checkbox"/>	Vickie Johnson	2009-11-16	
<input type="checkbox"/>	Teri Howell	2010-03-01	
<input type="checkbox"/>	Lora Holland	2010-03-01	



# Payroll & Reporting Challenges in Public Safety

## Open Shift, Grants, Outside Detail & Extra Duty

- Fairness Rotations

Rank	Officer	Phone	Last Date Worked
5- Officer	Hogan, William	555-555-5555	5/12/2023
5- Officer	Fowler, Luz	555-555-5555	7/20/2023
5- Officer	Norton, Edmund	555-555-5555	7/28/2023
5- Officer	Griffith, Rudolph	555-555-5555	8/3/2023
5- Officer	Johnson, Vickie	555-555-5555	9/18/2023
5- Officer	Norris, Larry	555-555-5555	10/9/2023
5- Officer	Gilbert, Ronald	555-555-5555	10/13/2023
5- Officer	Ruiz, Jim	555-555-5555	11/16/2023
5- Officer	Jackson, Joseph	555-555-5555	1/11/2024
5- Officer	Hughes, Elmer	555-555-5555	2/7/2024
5- Officer	Terry, Kenneth	555-555-5555	2/7/2024
5- Officer	Maxwell, Travis	555-555-5555	4/15/2024
5- Officer	Holland, Brett	555-555-5555	4/25/2024
4- Sergeant	Goodman, Emily	555-555-5555	1/1/2022
4- Sergeant	Garrett, Wilson	555-555-5555	1/13/2022



Order In List

UPDATE



# Payroll & Reporting Challenges in Public Safety

## Open Shift, Grants, Outside Detail & Extra Duty

- Posting Shifts / Shift Bids

### Manage Open Shifts

Select Open Shift (1 Available) Not Posted Only

<input checked="" type="checkbox"/>	Shift	Cost Center	Skill	Posted	Req
<input checked="" type="checkbox"/>	Friday May 03				
<input checked="" type="checkbox"/>	7:00 am - 7:00 pm	Squad A	Patrol	N	-/-

Select Employee(s)

[Check Employees](#)

Specify employee(s) to check for qualification

Choose...

<input type="checkbox"/>	Employee Name
<input checked="" type="checkbox"/>	Rudolph Griffith
<input type="checkbox"/>	Marcos Joseph
<input checked="" type="checkbox"/>	Vickie Johnson
<input checked="" type="checkbox"/>	Melody Weiss
<input type="checkbox"/>	Stephanie Torres
<input type="checkbox"/>	Jorge M. West
<input type="checkbox"/>	Teri Howell
<input type="checkbox"/>	Melanie Gilbert

[Show More](#)

Select Workflow

Allow half open shift requests

Select Workflow

Default Workflow

Post Until

05/02/2024

[Add Note](#) [Close](#) [Post](#)





# Payroll & Reporting Challenges in Public Safety

← Time Off Request Start Request

◀ MAY 2024 ▶ Today Employee View Team View

SUN	MON	TUE	WED	THU	FRI	SAT
28	29	30	1	2	3	4
⊘					⊘	⊘
5	6	7	8	9	10	11
⊘						⊘
12	13	14	15	16	17	18
⊘						⊘
19	20	21	22	23	24	25
⊘						⊘
26	27	28	29	30	31	1
⊘		📅				⊘



# Payroll & Reporting Challenges in Public Safety

- Shift Swaps – who gets paid and when

### Shift Change Request

Are you unable to work all or a part of you scheduled shift? You can swap your shift with a qualified employee or ask them to cover the shift for you.

Shift swap

Employee

◀ Apr 28 - May 04 ▶

<b>Apr 29 MON</b>	(1 Shift(s))
<input checked="" type="checkbox"/> <b>RG</b> Rudolph Griffith	07:00p - 07:00a
<a href="#">Details</a>	
<b>Apr 30 TUE</b>	(1 Shift(s))
<input checked="" type="checkbox"/> <b>RG</b> Rudolph Griffith	07:00p - 07:00a
<a href="#">Details</a>	
<b>May 1 WED</b>	(2 Shift(s))
<input type="checkbox"/> <b>JW</b> Jorge M. West	07:00a - 07:00p
<a href="#">Details</a>	
<input type="checkbox"/> <b>SH</b> Sherri D. Hudson	07:00p - 07:00a
<a href="#">Details</a>	
<b>May 2 THU</b>	(2 Shift(s))



# Payroll & Reporting Challenges in Public Safety

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## 24 / 7 Scheduling & Manpower Management

- Resistance to change
- Hesitancy of leadership to embrace newer technology



# Payroll & Reporting Challenges in Public Safety (cont.)

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## FLSA Overtime

- Tracking rolling periods across multiple pay cycles
  - Example: Bi-weekly or Semi-monthly payroll, 24-day rolling FLSA period
- Reliance on Paper Overtime and/or Benefit Time Off Requests due to workflow requirements





# Payroll & Reporting Challenges in Public Safety (cont.)

## FLSA Overtime

- Tracking rolling periods across multiple pay cycles

**DESCRIPTION:** Applies hours worked within a specific number of days as of a certain date that is not rolling to a specific Counter. After the Counter is selected, additional configuration may be set up to control what counts toward the Counter, how to distribute hours in the Counter, and any overrides that should be applied to the Counter.

**Required Settings**

Over Custom **182.00** Hours Worked In A **24**-Day Period, Assign To **Half Time**

Ignore The Following Overtime Counters:

- Fire Detail
- Call Back
- 24 Day OT
- 24 Day ST

**Filters & Additional Settings**

What Counts Toward Half Time

- Any Work Time Entry
- Time Off Category: **39** Time Off Categories (Counts for Fire OT)
  - Paid Military Leave
  - Unpaid Military Leave
  - Paid Suspension
  - ...
- All, But Cost Center (7, Day Status): Trade

Half Time Distribution Rule

1. Last Time Entry (Chronologically)

**TAGS:** 182 Hour Half Time



# Payroll & Reporting Challenges in Public Safety (cont.)

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## Leave Management

- FMLA
  - Federal Form Repository
  - Secure HIPAA compliant collect document workflow
- Military Leave
- Unpaid Leave of Absence



# Payroll & Reporting Challenges in Public Safety (cont.)

## Leave Management

- FMLA

**Add New Case** ✕

Employee \*  
Judith Ann Blake ✕ 🔍

Reason \*  
Recover from a serious health condition ▾

- Call to Active Duty Military
- Care due to family member's military active duty
- Care for an adopted child or through foster care
- Exigency Care Family Member of Armed Forces
- Give birth and care for a newborn child
- Health Care for a spouse, child, or parent
- Military Reserve Duty
- Recover from a serious health condition**

**Entitlement**

Page 1 of 1 1 - 4 of 4 Rows





Category	Entitlement
Calculated (4)	
FMLA	12.00 Weeks
Military	52.00 Weeks
NJFLA	12.00 Weeks
Unpaid Leave	26.00 Weeks



# Payroll & Reporting Challenges in Public Safety (cont.)

## Leave Management

- Federal Form Repository – Autofill form from HR & Leave Case data

<b>Notice of Eligibility &amp; Rights and Responsibilities under the Family and Medical Leave Act</b>	<b>U.S. Department of Labor Wage and Hour Division</b>	 WAGE AND HOUR DIVISION
<b>DO NOT SEND TO THE DEPARTMENT OF LABOR. PROVIDE TO EMPLOYEE.</b>	OMB Control Number: 1235-0003 Expires: 6/30/2026	
<p>In general, to be eligible to take leave under the Family and Medical Leave Act (FMLA), an employee must have worked for an employer for at least 12 months, meet the hours of service requirement in the 12 months preceding the leave, and work at a site with at least 50 employees within 75 miles. While use of this form is optional, a fully completed Form WH-381 provides employees with the information required by 29 C.F.R. §§ 825.300(b), (c) which must be provided within five business days of the employee notifying the employer of the need for FMLA leave. Information about the FMLA may be found <a href="http://www.dol.gov/agencies/whd/fmla">on the WHD website at www.dol.gov/agencies/whd/fmla</a>.</p>		
Date:	<input type="text" value="04/30/2024"/> 	(mm/dd/yyyy)
From:	<input type="text" value="TLMSCHEDULERDEMO"/>	(Employer) To: <input type="text" value="Judith Ann Blake"/> (Employee)
On	<input type="text" value="04/30/2024"/> 	(mm/dd/yyyy), we learned that you need leave (beginning on) <input type="text" value="05/01/2024"/>  (mm/dd/yyyy)
for one of the following reasons: (Select as appropriate)		
<input type="checkbox"/>	The birth of a child, or placement of a child with you for adoption or foster care, and to bond with the newborn or newly-placed child	
<input checked="" type="checkbox"/>	Your own serious health condition	





# Payroll & Reporting Challenges in Public Safety (cont.)

## Leave Management

- Secure HIPAA compliant collect document workflow

**Start Collect Leave Document Workflow?** ✕

Additional Supporting Information

Comment

Please go to your TLM portal to access Form 380-E. Provide to your physician for completion and upload to the leave case thru the secure document upload by 5/14/2024.

Cancel OK

**Collect Documents**  
Leave of Absence Case

JB Judith Ann Blake (1233)

📎 Documents 💬 Comment 🔗 View Workflow

Created	04/30/2024 02:41 pm	Type	Continuous
Dates	Apr 22, 2024 - Jun 28, 2024	Reason	Recover from a serious health condition

Submit



# Payroll & Reporting Challenges in Public Safety (cont.)

## Leave Management

- Military Leave – Paid vs. Unpaid
  - Continuous Leave populates timesheet per CBA

The screenshot displays two configuration panels for 'Create Time Entry'. The top panel is white and the bottom panel is light blue. Both panels have a checked checkbox and a close button (X) in the top right corner.

Field	Value
Leave of Absence Category:	Military
Leave of Absence Reason:	Military Reserve Duty
Max To Be Paid At This Category:	30 Days
Time Off Category:	Military Leave -Paid
If Time Off Already Exists For The Day:	Add Difference
If Leave Entry Was Fully Populated:	Do Not Populate Additional Entries
Override Fields	

Field	Value
Leave of Absence Category:	Military
Leave of Absence Reason:	Military Reserve Duty
Max To Be Paid At This Category:	52 Weeks
Time Off Category:	Unpaid Time Off/Military
Use Time Off Priorities	
If Time Off Already Exists For The Day:	Add Difference
If Leave Entry Was Fully Populated:	Do Not Populate Additional Entries
Override Fields	



# Payroll & Reporting Challenges in Public Safety (cont.)

## Leave Management

- Intermittent Leave
  - Reduce Leave Entitlement Balance thru time off request

**Request Time Off** [X]

THU MAY 2

■ Schedule (0.00hrs)

12 am 3 am 6 am 9 am 12 pm 3 pm 6 pm 9 pm 12 am

Time Off Type \* Sick [X] [Eq]

Request Type \* Full Day [v]

Date \* 05/02/2024 [Calendar]

Total 8.00 [Clock]

**Request Time Off** [X]

THU MAY 2

■ Schedule (0.00hrs)

12 am 3 am 6 am 9 am 12 pm 3 pm 6 pm 9 pm 12 am

Time Off Type \* FMLA Sick [X] [Eq]

Request Type \* Full Day [v]

Date \* 05/02/2024 [Calendar]

Total 8.00 [Clock]



# Payroll & Reporting Challenges in Public Safety (cont.)

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## Reporting

- Finance
  - Balance Liability
    - By Department and/or CBA
- OT Reporting
  - By Reason
- Outside Details
  - By Vendor
- HR
  - Credential Management and Expiration
  - Leave Entitlement

Other Reporting Challenges?





# Payroll & Reporting Challenges in Public Safety (cont.)

## Reporting

- Balance Liability by Department or CBA

Accrual Balances ↗

Page 1 of 2 ▶ 1 - 200 of 345 Rows Current: Balance Liability ▼ Accrual Periods: Current Periods Columns (2) × Filter 3

<input type="checkbox"/>	> Grouped By ▼	Last, First Name ↑2 ▼	Accrued To ▼	Hours ▼	▼ \$ Liability ↑
<input type="checkbox"/>	▼ Default Department Administration			13208.00	\$364,457.68
<input type="checkbox"/>	> Category Personal			568.00	\$15,699.68
<input type="checkbox"/>	> Category Sick			8568.00	\$236,001.60
<input type="checkbox"/>	> Category Vacation			4072.00	\$112,756.40
<input type="checkbox"/>	> Default Department Adult Program			624.00	\$7,069.92
<input type="checkbox"/>	> Default Department Dispatch			1144.00	\$23,400.00



# Payroll & Reporting Challenges in Public Safety (cont.)

## Reporting

- OT Reporting
  - By Reason

> Grouped By	Date ↓	Start	End	Hours
	=	=	=	=
> OT Reason <b>Acting BFC OT</b>				10.00
⊙ OT Reason <b>Acting Captain</b>				18.00
	04/21/2024	12:00p	04:00p	4.00
	04/09/2024	-	-	14.00
> OT Reason <b>Fire Recall</b>				8.00
> OT Reason <b>Fire Straight Time Hiring</b>				322.00
> OT Reason <b>Municipal Water Infrastructure</b>				10.00
> OT Reason <b>Recreation - Sports &amp; Activities</b>				10.17
> OT Reason <b>Red Bull Games</b>				20.00
> OT Reason <b>Red Bull Security Detail</b>				18.00
> OT Reason <b>Training</b>				16.00
Report Total				432.17



# Payroll & Reporting Challenges in Public Safety (cont.)

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## General Ledger

The leading disqualifier for most municipalities centralizing scheduling is when Public Safety manage their own Accounts Payable/ Accounts Receivable for Outside Duty invoicing and payments.



# Software Required

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- Payroll
- HRMS
- Time and Labor Management
- Scheduling
- Leave of Absence Management
- General Ledger





What if all of these modules talked?

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But ask a vendor to integrate with another ?

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# What to look for?

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## Integrated Modular HCM Solution – Single Employee Record

- Onboarding / Customizable Workflows
- HR
- Payroll
- Time & Labor Management
- Advanced Scheduling Functionality
- Leave Management
- GL Integration Capabilities

OR

- Vendor capable of all of the above PLUS willingness to import 3<sup>rd</sup> party scheduling data to facilitate complex payroll and reporting needs.





Questions ?







**LET'S TEAM UP.**

**Thank You!**

**Steven Usarzewicz, Director  
Primepoint, LLC**