

SyncHR's Patented Data Model

SyncHR empowers payroll administrators to enter past, present and future data changes at any time. Most of our competitors tout “effective dating” but only SyncHR has the ability to automatically audit and update related data fields when a change is made.

Example 1

SyncHR monitors the pay rate field when missed hours are entered to **ensure retro-pay is accurate** based on the pay rate at the time of the adjustment. Most systems just use the current rate, which isn't accurate.

Example 2

SyncHR will automatically setup a proper pay deduction to **collect missed benefit contributions** from prior payroll if an employee changed coverage 25 days after having a child (Qual Event).

Evaluating Payroll, Tax & Labor Allocation Vendors



Payroll & Taxes	syncHR	Other Vendors
Real time payroll processing	✓	?
One-on-one customer training	✓	?
Customer training using customer data, not demo or canned data.	✓	?
On-demand standard, custom and ad hoc Payroll Reporting	✓	?
Exception/Retro Active payroll processing based on the effective date, not date of entry?	✓	?
Automated blended OT Calcs?	✓	?
Retro-pay entries automatically re-blend prior OT calculations to ensure compliance?	✓	?
Retro-pay entries automatically re-calculate benefit deductions as well as appropriate taxes.	✓	?
Automated retroactive calculations for payroll? Or manual re-calcs required?	✓	?
HR changes including New Hires, Terminations, Benefit Deductions and Comp Changes update payroll in real time without additional manual entry	✓	?
Ability to print checks in-house and/or vendor print checks	✓	?
Tax Filing in all 50 states.	✓	?
Local & School taxes auto-assign based on street address	✓	?
General Ledger		
Vendor built and supported General Ledger interface files	✓	?
Vendor sub-ledger allows for automated balancing and easy mapping to customer GL	✓	?
View journal entries down to the employee level detail	✓	?
Ability for customer to make changes to GL file without vendor support	✓	?
Recalculate the GL without having to reprocess the payroll	✓	?