

EAGA Business Builder

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Today's guest speaker was Joel Sanchez—Paylocity



Mr. Sanchez was born, and grew up, here in Albuquerque. He is a proud member of the Del Norte High Class of 1994. That diploma is the second most important formal document Joel received that year. The most important was a marriage license. Over time, the Sanchez family increased to five members as three boys were born. The now 20, 19 and 17 year old 'youngsters' are on their way toward their own adventures. After his probably rowdy high school years, Joel graduated from UNM. He then progressed through a couple of different career opportunities, in a couple of different industries, before settling into his current position at Paylocity. That was about 6 years ago. So what is this Paylocity? It is a nationally ranked HCM solution. So who has an 'HCM problem' such that they need an 'HCM solution'? The answer to that is...any business that employs more than zero people. The "HCM" is an abbreviation for Human Capital Management. That phrase is ominous, and impressive, at the same time. It is a rather clear way to emphasize that businesses don't just hire people, but actually invest in employees. Like any other valuable asset of a company, the human asset requires the proper maintenance, care, and attention. In Paylocity's experience, that means managing payroll; staying on top of all the HR Department functions; recording and controlling the time and labor aspects; administering the various employee benefits programs; and actually understanding and managing the talents that exist, or are needed, for the employee pool. Those components require a lot of knowledge; constant re-education regarding rules and laws; regular review and modification of benefit options; getting everyone's compensation figured out and accurately paid; and most difficult of all—managing the human element. That is a lot of stuff for a company to provide from within. And the duties become way more congested, confusing, and more likely to be missed, when only a few people are trying to wear all the hats. Paylocity has been doing their thing for over 20 years, and they feel as though they have a pretty good handle on it. They pride themselves on being out front when it comes to providing HCM services in a technically advanced manner. Paylocity has products for managing payroll, handling HR Department duties, monitoring and tracking time & labor, performing talent management, and employee benefits administration. And all of their components are separate software products that can be tailored for individual company's needs. If only a couple of the applications are needed, then those can be readily integrated with the company's internally, or third-party, managed components. That technologically advanced aspect means that their cloud based systems can be accessed from anywhere; using smart phones when applicable. The employee mobile app for clocking in can be further controlled so that the clock-in can only occur within a pre-defined geographical area—like the work facility and not from the car while on the way to work. Paylocity takes that 'Big Data' idea seriously. They offer a huge array of analytical tools about payroll costs, turnover, efficiency, benefits comparisons and they provide questionnaires, surveys, etc to help determine employee attitude—even to the point of estimating who is at risk of leaving. If you would like to investigate how you can benefit from the Paylocity services, contact Joel at 505-506-8849. He can scale their products to work with large, many human capital, companies, and he can tweak their product to provide the same high powered services for the small, 1 employee client. The latter business probably doesn't require as many sheets of paper or digital storage though.

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Business Leads:

WELLS FARGO BANK in Magdalena will become 1st State Bank.

Wells Fargo branch in Springer will close.

GoTime Fitness will open at 111 Rio Rancho Blvd, Suite 105, Rio Rancho

Bank of New Mexico is becoming TBK Bank.

-Lionel Specter—ZEON Signs

Reciprocity:

Thank you to Chuck Mitchell—Ethrige Tire for great service on a new set of tires.

Thank you to Manny Ortega—Ortega's Appliance Service for great service with fixing our dryer.

- Mario Hernandez

◆ First announcement of a two potential new members:

Susie N Cleaners and Alterations

Representative: John T Baerman

Category: Dry Cleaning & Alterations

Sponsors: Tim Baca

Excel Manufacturing Inc

Representative: Ryan Lujan-Grace

Category: Precision and Prototyping Machining

Sponsors: Andrew Sanchez

If you have an objection to either of these companies becoming a member, or if you have information that you feel should be considered during the application review process, please contact Membership Committee Chairman, Jack Zipper (jdzipper@comcast.net or 505-259-5959) as soon as possible.

- ◆ Board Members please note: The August Board of Directors meeting will be this coming Wednesday, August 22nd, 5:45pm at Mykonos.
- ◆ Our Annual Jim Fanning Memorial Trap Shoot will be Friday, September 14th at 8:00 am. Sign up sheets will be available at our breakfast meetings starting this coming Tuesday. If you don't have a shotgun, other members will have some sure-shot loaners available. Participation is free for members and \$75 for guests. The grand prize for this year's raffle will be for his & hers handguns. Second prize will be \$1000 gift certificate at Palms Trading, or John Thomas Jewelers, or Black Briar. Tickets are \$20 each or 6 for \$100. If you have questions, contact TJ Maloy; Jack Zipper; or Executive Director, Kevin.

Badge Board Greeters

Aug 21st	Steve Grant—Downtown Historic Bed & Breakfast
Aug 28th	Tim Baca—Kangen Water
Sept 4th	NO MEETING _ LABOR DAY HOLIDAY
Sept 11th	Barry Porter—Express Employment Professionals
Sept 18th	

Upcoming Speakers

Aug 21st	Barry Porter—Express Employment Professionals
Aug 28th	Raul Rodriguez—Kings of Wrap
Sept 4th	NO MEETING—LABOR DAY HOLIDAY
Sept 11th	
Sept 18th	

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