

Solution Group

with PrimePay since 2015



Streamlining HCM for a remote-first company

Wastewater treatment company consolidates personnel records and onboarding processes with PrimePay HR, leading to significant cost and time savings.

A rapidly growing industrial wastewater treatment company

Solution Group is an industrial wastewater treatment company that transforms organic by-products into renewable energy using anaerobic digestion. Companies rely on their teams to treat, monitor, automate, and convert their wastewater into renewable energy while remaining compliant with industry regulations.

The company expanded and now has four brands within the Solution Group: Environmental Management Solutions (EMS), Organic Solution Management, Opticlear Controls, and Aries Tek. The team grew to 65 staff members spanning across 13 states. While expanding, the company needed to hire executives, salaried and hourly staff, and 1099 contractors— which meant introducing payroll and employee benefits.

In the early stages of expansion, the company turned to PrimePay Payroll for its variety of employees. At the time, human resources was largely a manual process with signed employee contracts stored in an office drawer. When the team grew beyond 10 staff members, administrative employee tracking became challenging.

Remote workers and diverse schedules

With a remote workforce spread across 13 states, storing all personnel records in a physical office space was no longer an option for Solution Group. The company needed to retain its personnel records in the cloud to ensure that staff had access to them at any time, from anywhere.

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ENVIRONMENTAL



INDIANAPOLIS, INDIANA

65

EMPLOYEES



HCM

Initial Challenges

- A diverse and remote workforce with different employment types and payment schedules made HR more complicated.
- Leadership wanted benefit packages that could be customized to unique staff requirements.
- The new HR system would need to easily integrate with their payroll system, PrimePay Payroll.
- The company was working with limited administrative resources

Solution

- Solution Group deployed PrimePay HR in 2023 to streamline its HR processes and enable its remote workforce to gain access to their records 24/7 with greater control over their benefits.

Benefits

- Reduces HR administration time.
- Consolidates all personnel records in the cloud.
- Enables 24/7 access to personnel records and performance evaluations.
- Provides a user-friendly interface and streamlines navigation with simple workflows.
- Simplifies personnel onboarding and benefit applications.
- Increases the transparency of employee benefits.

“We’re not a brick and mortar company,” says Mike Silver, VP of Operations and Human Resources at Solutions Group. “We’re currently a team of 65, and still growing. I want to have all the onboarding requirements, health benefit information, and performance evaluations online so anybody with the right permissions could access them 24/7.”

Solution Group also needed the ability to manage different payment schedules and customize its staff compensation and benefits packages based on their specific needs.

“Every staff member comes to the table with different needs,” Silver says. “We have individuals who have faced tough financial situations. We try to understand what each employee needs and design our benefits package to help them build a strong foundation.”

With PrimePay HR, Silver was able to store personnel records in the cloud, manage different payment schedules and benefits, and integrate payroll.

Seamless payroll integration and intuitive navigation

The transition to PrimePay HR was kicked off. The Implementation Project Manager from PrimePay was vital in creating a positive platform migration experience. She jumped in with both feet, giving Silver and his team clear directions and walking them through each step to make the transition smoother.

“She brought the right people to the weekly meetings, held her team accountable, and did everything she said she was going to do,” says Silver. “She took an incredibly challenging transition and made it somewhat pleasant, and I never lost faith in the fact that she was going to get us downtown.”

PrimePay HR also allows staff at Solution Group to personally sign up for their benefits through the employee portal. This feature significantly saves time and gives employees more control over their own benefits.

“I had one new employee last week who just flew through it,” Silver adds. “It was quick and easy. It just walked him through a really nice workflow and showed him how much it was going to cost.”

What Silver liked most was the ability to seamlessly navigate between PrimePay Payroll and PrimePay HR. When users log into PrimePay Payroll, the single-point login simultaneously logs users into PrimePay HR, allowing them to switch between both platforms effortlessly and seamlessly.

Bracing for growth and embracing transparency

Silver says that many features in PrimePay HR have been a significant improvement from the past. Solution Group previously sent out paper applications and would do all the work for employees in terms of payroll, benefits, and deductions. With PrimePay HR, employees no longer have to print and scan applications and can easily find their way to the necessary forms and requests. There is also a lot more transparency — employees can see how much their benefits cost and how much Solution Group is contributing.

As Solution Group continues to expand its remote workforce, the company intends to keep its HR team modest — it does not foresee the need for a large HR department. The company will continue hiring various team members, and Silver is confident that PrimePay HR will continue to fulfill its HR and payroll requirements.



“PrimePay HR is the one-stop shop for payroll and human resources,”

– Mike Silver, VP of Operations and Human Resources

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