

# eCMS Payroll

eCMS CLOUD ERP FOR ALL YOUR CONSTRUCTION BUSINESS NEEDS

## Key Features

- ❑ Construction-Specific Payroll
- ❑ Payroll Automation & Workflows
- ❑ Payroll Dashboard, Reporting & Analytics
- ❑ Fully-integrated Payroll Data
- ❑ U.S. and Canadian Payroll
- ❑ Complex Tax Calculations (system-wide data changes)
- ❑ Payroll Tax Tables
- ❑ Union, Non-union Payroll
- ❑ Multiple Job, Department, Union, Trade & Pay Rate Capabilities
- ❑ Full Federal, State & Local Tax Calculation & Reporting Compliance (FICA, FLSA, FUTA, FMLA)
- ❑ Certified Payroll Processing & Reporting (Davis-Bacon Act)
- ❑ Accurate EEO Minority & ACA Compliance & Reporting
- ❑ Automated W2, Direct Deposit, Paycheck Processing & Delivery leveraging ESS/HRSS
- ❑ Support for Companies Unique Contractual Payment Terms
- ❑ Reciprocity for Taxes & Unions
- ❑ Intercompany Processing
- ❑ Direct Deposits
- ❑ Retroactive Rate Changes & Payroll (Over & Under Payment)
- ❑ Web-based Field Time Entry
- ❑ Employee Self Service/HRSS
- ❑ Automated Pay Rates & Fringes by Employee, Job, Location & Trade
- ❑ Benefits Enrollment, Deductions & Worker's Compensation Management



## Application Overview

Computer Guidance Corporation's eCMS Payroll meets even the most complex payroll processing, reporting and labor costing requirements with an easy-to-use, web-based application. Fully integrated with other eCMS modules, eCMS Payroll keeps decision makers across the enterprise informed and productive while conducting any payroll-related tasks. This advanced application simplifies commercial contractors' end-to-end payroll operations no matter their size, specialty or worker type.

Users access eCMS Payroll on demand through a highly secure Web portal as part of the broader eCMS ERP suite of applications. eCMS Payroll leverages information input or captured from Benefits, Human Resources, Time & Labor, and Vacation & Sick Time Management, and provides real-time, complete and accurate data back to accounting, job costing, HR and other interested parties. The end result is a streamlined digital workflow connecting decision makers to actionable information and more productive processes.

Detail and summary labor cost analysis, unit cost reports, and unit productivity reports from eCMS Payroll help construction companies maintain tight control of direct labor costs. Advanced, intuitive reports on taxes, insurance, EEO, ACA, labor costs, certified labor, employee history, unions and more ensure that not only are historical and current payroll expenses completely

