ACA compliance simplified

Quick facts

Name: BevMo!

Industry: Retail

Employees: 2,300

Headquarters: Concord, California

Product: ADP SmartCompliance®
Health Compliance module

**Learn more about BevMo! at
bevmo.com**

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Started in 1994, BevMo! is a specialty beverage retailer located in three different states on the west coast — California, Arizona and Washington — whose main goal is to help its customers "find the perfect drink for every glass."

Anjie Massey is the HR Manager at BevMo! and oversees the benefits and payroll for the company's 2,300 employees. She also manages the Workers' Compensation and leave of absence process. Anjie's number one priority is to make sure that the employees don't have to worry when it comes to their benefits so that they can focus on providing excellent customer service to the guests who visit their stores.

We recently spoke to Anjie about her goals and how ADP SmartCompliance Health Compliance has helped BevMo! save time and cut down on complexities when it comes to their ACA reporting. Here's what she had to say:

A relationship that fits

We outgrew the old system we were using for our ACA reporting. The benefit enrollment was very labor-intensive — a lot of manual data entry like entering benefit deductions, we had to run reports to track part-time employees and figure out who was measuring full-time under the ACA. We needed to find a more robust system that could grow with us and played well with our Kronos ERP.

Now with ADP, our ACA tracking and enrollment runs really smoothly. Everything is all set up and ready, and the fact that the employees simply get an alert that tells them they can go into the portal and enroll in benefits has been extremely helpful.

Easy to use technology

I have to say that the ADP ACA platform is my favorite. I feel like it's really user friendly and the system ran smoothly from the moment we were passed over to our service team. The information is very easy to interpret. Reports are easy to run and reviewing employee data is straight forward. I love the new feature where you can auto approve employees and I can set the criteria as to when I want to auto approve versus when I want to review specific records depending on what the flag is for and

such. The data from the ADP ACA platform always feeds cleanly over to our ADP Vantage HCM® benefits platform. I love that the platform feeds over the offer of coverage and then it shows up in Vantage — it makes my job and my team's job so much more seamless.

Service you can rely on

Our account manager Andy is amazing. He's so helpful and really keeps me on top of everything that needs to be done. I think we're similar and that's why it works so well. He follows up quickly when I have questions for him, and he's great about following up even if he doesn't have the answer just to let me know he's still working on it, which I appreciate. Andy really knows his stuff behind the ACA and always provides clear, concise instructions.

When I was still new to the system, he would always send such detailed instructions on how I could find the information I needed to review or how I could run reports I needed. He is always there to provide clear information which I really appreciate and he's always so nice, helpful and friendly. I truly value the partnership Andy and I have!

The effective use of data

We're in the retail industry and each store has a specific head count with a specific number of part-time associates which helps us ensure our customers receive great service. Each store has a certain amount of payroll hours based on the store volume and it's very important that we keep very close tabs on those numbers. We needed an effective way to track part-time employees and the hours they work to ensure stores are staffed appropriately. Just as important, we need to ensure we are offering benefits to employees who are measuring ACA full-time.

Being able to review part-time employees that are working full-time hours allows us to help with recruitment efforts and ask the important questions. Is it hard to recruit for that store? Why are part-time employees working so many hours when an Associate is a 15 to 20 hour a week position? The ADP platform gives us the data to help us manage tracking of hours. I can communicate that information to our HR business partners and let them know which stores keep working their part-time employees more than 15–20 hours per week.

Tracking part-time employees measuring as ACA full-time also helps me control my benefits budget. We have our annual budget for employee benefits which is based on how many employees qualify as full-time. The data helps us delve deeper and control costs since I can give my boss figures of what it would look like if all employees measuring ACA full-time enrolled in medical coverage. We are able to forecast costs and plan based on data I am able to pull from the platform.

Impactful time savings

ADP makes the ACA process so simple. At most, I spend 30 to 45 minutes a month going into the platform, reviewing the monthly data, looking for any data that seems to stand out and then reviewing the people that have flags. I know it's a huge time savings because I can only imagine how long it would take to do all of this manually. I would probably have to spend three to four days a month handling all the things ADP is able to do for us. Without ADP, I would have to trigger the benefit enrollment event in Vantage, offer the employee coverage, run reports, scrub the reports and figure out when an employee's stability period starts and ends. There's so much that the ADP system saves time on — it's well worth the money.

#workingfor

I'm working for our employees. I want to make everything as seamless and easy for them as possible when it comes to offering them great benefits so they're happy to come to work. When employees are happy to come to work, that shines through to our customers who then receive the best service. Employees can have fun at work, and not have to worry about the backend stuff. I want them to be able to go in and enroll in their benefits easily and I want their lives to be stress free so they can focus on their jobs.

About ADP SmartCompliance

ADP SmartCompliance is a cloud-based platform of outsourced services that integrates with many leading payroll, HR and financial systems to help you maintain HCM-related compliance, mitigate risk associated with noncompliance, improve efficiencies and drive operational growth. Its unified capabilities can help handle your health care, employment tax, tax credits, wage payments, employment verification, unemployment claims, W-2 management and wage garnishments needs. Your information is organized in one place to be concise and actionable.

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