



Simplifying HR and benefits for construction companies



Bonnie Pitman
Payroll Manager
Suit-Kote



Suzanne Patriarco
Human Resources Supervisor
Suit-Kote

Suit-Kote, headquartered in Cortland, New York, is one of North America's largest asphalt product manufacturers, road construction and maintenance engineering companies. Spread across 21 locations, and two states, they proudly serve federal, state, county and municipal large-scale construction and paving projects.

Business Challenges

As a construction company, Suit-Kote faced several challenges when it came to payroll, onboarding and open enrollment:

- HR and payroll processes were complicated due to disparate systems
- Manual, paper-based forms and data entry were inefficient and error-prone
- Complying with state-by-state regulations was time-consuming

With ADP Workforce Now® for Construction, Suit-Kote streamlined processes for both payroll and benefits, creating a better employee experience all around. We recently spoke with Bonnie Pitman, payroll manager, and Suzanne Patriarco, human resources supervisor, about their experience using ADP and how it's helped them solve some of the specific challenges that come with working within the construction industry.

A complicated construction problem:

Like most construction companies, Suit-Kote experiences enormous swings in their employee count based on the season. Before ADP, when it came time for their more than 600-employee workforce to return to work, their dated process required more than 200 pieces of paper for each new construction worker. Bonnie explains:

"With our previous payroll provider, everything was custom. And while that might sound great – it really means longer development times, and band-aid solutions when things went wrong. Their system wasn't built to address the unique payroll and HR needs of a construction company, especially one the size of ours. We simply outgrew them. We needed an all-in-one payroll and HR platform."

Quick Facts



Company:
Suit-Kote



Headquarters:
Cortland, New York



Industry:
Construction



Employees:
730



ADP Products:
ADP Workforce Now®
for Construction



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Finding a solution for their unique challenges:

With the help of ADP Workforce Now for Construction, the days of piled papers, doubled work and transferring data from one system to another are over. Suit-Kote now has a way to manage payroll and HR processes in one platform, and that's been a game changer for everyone. Suzanne notes that their benefits broker is happier with the simplified process and employees are no longer dreading what seemed like endless paperwork. With the employee self-service module, for employees returning to work, benefits selection is as easy as entering one's start date—no drawn-out process required.

"With Workforce Now for Construction's onboarding module, not only is our HR team happier – so is our benefits broker. Those piles of paperwork and missing signatures are gone – everything is automated. Benefits are selected using the Workforce Now onboarding tool. Employees go online and view their available benefits plans, carefully weighing each option to help decide what's best for them and their families. Self-service has been huge."

State-by-state compliance assurance:

Because Suit-Kote contracts with both Pennsylvania and New York, they're required to keep up-to-date with multiple state taxes, a variety of prevailing wages and policy changes. With 90 percent of their work coming from state, municipal and township contracts, Suit-Kote instills confidence through ADP Workforce Now's reporting and certified payroll solution. Not only does this save Bonnie time, it ensures funding from their clients and also gives employees peace of mind knowing their wages are correct.

"ADP's certified payroll is a lot easier to run. Before ADP, everything was manual. I used to spend one and a half hours every week pulling reports from one system and entering them into another. Now the data resides all in the same system – not only are the correct prevailing wages applied, but so are an employee's taxes, garnishments and benefits deductions. With a click of a button – it's all there!"

Growing with ADP:

There's more on the horizon for Bonnie and Suzanne when it comes to their partnership with ADP. Next up for implementation is ADP Workforce Now for Construction's time and attendance module. Bonnie Explains:

"Currently, our foremen are responsible for entering time and attendance data while on the job site. This data is then entered into a home-grown time and attendance software when they're either back at their hotel, or the office. Then it's transferred into Workforce Now for Construction."

Both Bonnie and Suzanne are looking forward to the day when everything is connected with ADP's payroll and HR application. All time and attendance data will be captured within the same platform making reporting, the application of prevailing wages and job cost codes, deduction calculation and payroll certification a single, straightforward process.

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