



# Dresser & Associates

## HR, Payroll & Talent Management Solutions

June 2015

Newsletter for Sage HRMS

### In the news...

#### Sage Summit

Whether your business has been around 20 minutes or 20 years, or is aiming for meteoric growth or general improvements, Sage Summit has something for you. A variety of excellent speakers provide some excellent advice, and breakout sessions will be available that cover everything from solving general business issues (like ACA compliance), to product deep dives, to hands-on labs, to peer events where you can meet and share ideas. A variety of session options let you learn what you need the way you learn best. A \$200 discount is still available if you register before June 30th, so don't delay! Sage Summit takes place in New Orleans July 27 - 30th. [Click here for more information.](#)

## What's New In Sage HRMS 2015

**S**age HRMS 2015 was released earlier this year. With a combination of features that assist with government compliance as well as helping make HR tasks more efficient, your organization will want to take advantage of this release. Let's take a closer look.

### Support For Affordable Care Act Reporting Requirements

The Affordable Care Act (ACA) is bringing significant changes to how healthcare systems are managed. Your employees are going to have more questions than ever about their benefits. Sage HRMS has been steadily adding new capabilities to help you comply. By now you should be taking the following steps related to ACA compliance:

- Monitor employee service hours so you know who qualifies for coverage.
- Save the date and time coverage was offered to employees.
- Use the auto-enrollment feature in Sage HRMS to ensure employees are automatically enrolled as required.
- Track benefits and dependents in Sage HRMS with correct effective dates for coverage and a date of birth and/or SSN.
- Track life events to add and

remove employees from coverage to correctly update months of coverage offered.

- Track terminations, new hires, and variable employees to correctly update months of coverage offered.
- Correctly set the employee part-time/full-time status based on the service hours worked.

You can use My Workforce Analyzer to manage the information designated by the Affordable Care Act and provide the assistance needed to stay in compliance with the most recent regulations and reporting requirements. Please see the article below for more information.

### HR Improvements

#### Employee Quick Find

It is now easier and faster to search for employees – you simply enter the first few digits of an employee's ID, first name, or last name. This new functionality is available on the detail pages in the View/Edit Employee windows.

#### Inactive HR/Employee Codes

Now you can hide inactive or expired HR/employee codes. This feature is available for Benefit Insurance Plans, Benefit Savings Plans, Job Status Codes, Employee Note Author, Employee Note Type, Salary Grades,

## What's New In Sage HRMS 2015

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Employee Type, Events, Ratings, Shift Differential, and Skill.

### User Security Inactivation And Position

With this release, you are no longer required to delete a Security user in order to remove the user's permissions. You can now inactivate the user so the user can be reactivated again at a later time. You can now also identify the user's job title or Position with a new alphanumeric text field.

### Sage HRMS Employee Self-Service Security

With this release, the master password process now offers increased security for administrators. You can no longer reset your password to the generic "Master" setting. After you use the Generate Master Password functionality, you can change the master password to a password of your choice in Sage ESS.

### Payroll Enhancements

#### General Ledger Segments Extended Support

The earning, deduction, and tax general ledger segments can now post with six segments identified if you use cost center overrides and set up the new segments in Payroll G/L Integration. Payroll will use the segments from employee-level setup. You can now define which segments should be used for your payroll account allocation and use them at an account distribution level.

#### G/L Segments For Workers' Compensation

With this release, payroll processing accurately impacts G/L segments

specific to Workers' Compensation with overtime and shift expenses set up when segments (for cost center override) are used in timecards.

### Employee Selection Lists Detail Page

A new window has been added to the employee detail pages for Payroll: Employee Selection Lists. You can now assign employees to selection lists to automate processes.

### Update Local Taxes Audit Report

A new report is available in Sage HRMS Payroll: the Update Local Taxes Audit report. This report gives you the option to audit and review a summary of changes made to local and custom taxes and rates.

### Canadian Payroll Enhancements

#### T4A And RL-2 Reporting Options For Earning/Deduction Codes

When setting up a new earning/deduction code in Canadian Payroll, you now have the option to indicate whether the employee amounts should be reported on the T4A (Statement of Pension, Retirement, Annuity, and Other Income) or the Relevé 2 (Revenu de retraite et rentes). A new report is available to support this addition.

### Other Helpful New Features

#### Gross-Up Calculator

The new gross-up calculator calculates the gross amount of money that the employer needs to pay in order for an employee to receive a predetermined net amount.

### Reporting Functionality

The software now includes SAP® Crystal Reports 2011 for designing and delivering powerful, flexible reports. Plus, Sage HRMS Payroll tables and fields are now available in Data Dictionary Reports and in Abra Data Access Driver. With this enhanced functionality, you can now easily create custom SAP Crystal Reports and ad hoc reports for any payroll and HR information in the program. This enhancement includes greater ease in creating reports to retrieve data from multiple companies, where applicable.

### Sage 100 ERP Standard Link Updates

The Link now transfers benefits based on an assessment of the following four date fields:

- Latest change to amounts/latest change (new)
- Employee coverage begins/effective date
- Employee coverage ends/expiration date
- Date waived/waive date

### Supported Platforms

Microsoft Windows Internet Explorer 11 and the Microsoft Windows 8.1 OS have been added to the supported Internet browsers and operating systems for use with Sage HRMS and Sage Employee Self Service 2015. Additionally, Microsoft SQL Server 2014 (both Enterprise and Express editions) is now also supported with the software.

Give us a call for more details on this release, or to plan your upgrade to Sage HRMS 2015. ☆

## Manage Your ACA Responsibilities With My Workforce Analyzer

**M**y Workforce Analyzer is an online tool that helps you with decisions and reporting related to ACA (Affordable Care Act) compliance. It is available as an optional service, and is included at no additional charge for organizations subscribing to the Gold Business Care plan. Let's learn more.

to enter missing information about your company's employees, benefits, and healthcare plans, so you can use My Workforce Analyzer as a system of record for ACA responsibilities moving forward. My Workforce Analyzer uses data from your company to address specific questions and concerns, produce online dashboards, generate required forms, and help keep you compliant well ahead of deadlines so you can avoid stress and penalties.

of benefits, penalties, and taxes. You can compare your expenses based on three different scenarios.

### Employee Data At A Glance

You can easily view a summary of employees with and without healthcare coverage, including both employee and employer contributions. The system calculates a monthly breakdown of healthcare coverage affordability by employee. You can track employees who receive subsidized healthcare coverage through a state health insurance exchange.

### Track The Details

Monitor important information such as full-time and full-time equivalent employee counts, your company's status as a large employer for the current and upcoming years, employee hours of service, employees approaching part-time or full-time thresholds, and the countdown to the next administrative period in which changes can be made.

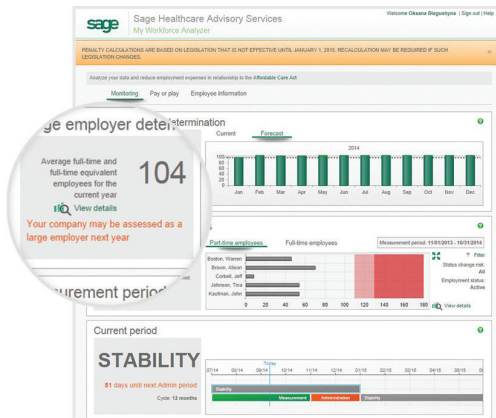
### File With Ease

You can generate ready-to-file forms 1094-C and 1095-C with data imported from your HR or payroll system. All you have to do is review, edit, and print. Keep in mind My Workforce Analyzer generates content for informational purposes only, and is not a substitute for the advice of a lawyer.

### Pay Or Play

You can model different healthcare scenarios to decide whether to pay penalties for noncompliance or provide affordable healthcare. The software provides a summary of annual expenses, including the cost

My Workforce Analyzer is available for Sage HRMS 2015 and Sage Abra Suite 9.2, and is an optional solution included in a Sage Business Care Gold Plan. Please call us for more information. ☆



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### Get Started Quickly

Much of the data needed by My Workforce Analyzer is imported from your HR or payroll product. Simple setup screens make it easy

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