



The Customer:

Beardsley Design Associates
Architecture, Engineering &
Landscape Architecture, P.C.

Industry:

Architecture, Engineering,
and Landscape Architecture

Employees:

91

Geography:

Headquartered in
Auburn, NY with additional
offices in Syracuse and
Malone, New York

Solution:

Sage Abra HRMS

Modules:

Abra HR
Abra Payroll
Abra Train
Abra Recruiting
Abra Attendance
Abra Self-Service
Abra Alerts
Abra OrgPlus
Abra Link - Deltek



“I’m still finding new ways to take advantage of all the features in Sage Abra. Going through the demo doesn’t even begin to tell you everything the system can do for your company. To be honest, I don’t know how we managed all of our HR needs before Sage Abra!”

Karen Jones • HR Manager

Design Firm Engineers HR/Payroll Efficiency with Sage Abra and HRMS Solutions

Beardsley Design Associates (BDA) specializes in full-service architecture and engineering, as well as planning and design. With three offices in New York State, the firm serves a wide range of clients in the northeast and throughout the United States. The firm has an award-winning reputation for design-build project delivery, as well as cutting-edge sustainable and green design.

By 2004, BDA’s HR manager, Karen Jones, faced a problem. The company’s processes for HR and payroll weren’t keeping pace with the success of their growing firm. Although payroll processing was outsourced, the rest of the HR functions were still managed in-house using an array of Excel spreadsheets and paper files.

Moving Beyond Spreadsheets

“The biggest reason we had for implementing a full HR system was getting everything in one place. Tracking everything with spreadsheets was starting to drive me crazy,” admits Jones. “If someone changed something in one of our spreadsheets, it would change the formulas and throw off calculations in other sheets. Trying to ensure accuracy was becoming unbelievably difficult.”

BDA first turned to Deltek®, their financial management application provider, for help finding an HR application. Deltek suggested evaluating Sage Abra for an integrated, centralized solution.

Jones began to evaluate Sage Abra and two other solutions. After seeing a demo of each solution, she became convinced Sage Abra provided the functionality needed along with an existing integration between Abra Payroll and Deltek Vision.

“I like having user-defined features that we can gear toward what we need as a design firm,” Jones says, “and Sage Abra is easy to use with the right training. The simplest things save me time. I used to have to pull a file folder for almost any change. Now, I just point and click.”

Jones chose HRMS Solutions, a national provider of workforce management software solutions, to manage the deployment, training, and support for Sage Abra. The Washington, D.C.-based firm is both a Sage Abra and Deltek authorized business partner and a member of Sage Software’s 2007 President’s Circle.

“Beardsley Design Associates needed to centralize their HR and payroll processes with a single-point of integration by eliminating ‘administrivia’ and interfacing Abra Payroll to Deltek Vision. Abra HRMS provides a comprehensive suite of workforce management tools to optimize the HR, payroll, training, and recruiting process. For BDA, Abra HRMS delivers a better total value while significantly enhancing control over their HR and payroll

“Eliminating double or triple entry of data is a big benefit of Sage Abra for us. When I make a change on the HR side..., I know that Sage Abra makes the same change automatically in benefits and payroll.”

Karen Jones
HR Manager

administration. Overall, they now have a solution that provides them an in-house end-to-end solution,” says Mike Maiorino, President of HRMS Solutions.

“After implementation, HRMS Solutions came to our Auburn office to train us. They were very knowledgeable. Once I went through training, I was pleased with Sage Abra – it could do even more than I had realized,” Jones recalls.

“Eliminating double or triple entry of data has been a big benefit for us,” she continues.

“When I make a change in Abra HR, for example updating an employee’s address, I know that Sage Abra automatically makes the same change to benefits and payroll.”

Better Control Over Payroll Processing

Gaining control over payroll reporting was a big incentive for implementing Abra Payroll. Like many companies working with payroll outsourcing services, BDA staff and management were frustrated at the lack of comprehensive reporting capabilities. At times, it felt like their data didn’t belong to them.

“When we decided to stop using Fidelity for payroll and move to Abra Payroll, we certainly looked at the cost. But that wasn’t the only reason we wanted to bring payroll in-house,” Jones explains. “We were having issues trying to get the reporting features we wanted from Fidelity. With Abra Payroll, we are able to use Crystal Reports® to pull exactly the data we need to build our reports.”

“One of the major goals at BDA was to consolidate HR & Payroll processing with improved control of the expenses/liabilities generated by a payroll cycle. With Abra HRMS, we were able to strengthen the payroll cycle and have the payroll numbers flow directly into Deltek Vision financials for accurate record keeping,” says Mario Orellana, VP Professional Services, HRMS Solutions.

BDA BEARDSLEY DESIGN
ASSOCIATES

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Building a Superior Work Force

Abra Recruiting provides BDA with a tool to track applicants throughout the candidate review process. The system helps Jones ensure a smooth recruiting process; it also provides all of the reporting required to demonstrate compliance with their Affirmative Action Plan. And she can retain information about past applicants, so when another architect or engineer position opens, she can provide the hiring manager with a list of possible candidates right away.

“Overall, we are pleased with our decision to purchase Sage Abra, as well as bring our payroll in-house,” says Jones.

Jones uses Abra Train to track and report on training that the company offers its employees. When it is time for performance evaluations and promotion decisions, she provides supervisors with reports that show them what each of their employees accomplished.

Finding Long Term Value

Today, HRMS Solutions continues to provide the firm with training or technical support whenever needed. Jones appreciates the partnership and notes, “HRMS Solutions provides great service and support. Even though we’ve been using Sage Abra for nearly four years, they still contact me two or three times per year to make sure we’re getting the most we can out of the system.”

Jones believes she also found lasting value with Sage Abra. Designed for small to midsized businesses, Sage Abra will continue to grow with Beardsley Design Associates. Jones looks forward to finding ways to take advantage of additional Sage Abra modules in the future. She has even recommended Sage Abra, as well as HRMS Solutions, to other colleagues.

“Going through the demo doesn’t even begin to tell you everything the system can do for your company,” Jones acknowledges. “I’m still finding new ways to take advantage of all the features in Sage Abra. To be honest, I don’t know how we managed all of our HR needs before Sage Abra!”