



Case Study:

The Ohio State University



Client

The Ohio State University is located in Columbus, Ohio and has been in existence since 1873. Their purpose is to advance the well-being of the people of Ohio and the global community through the creation and dissemination of knowledge. They currently have a staff of around 32,000 employees.

Situation

OSU's payroll process involved printing nearly 40,000 checks per month in one central location. The two people responsible for the printing and envelope stuffing spent roughly 32 hours per month on this task alone. After printing, representatives from 22 colleges drove to the central location to pick up their respective college's checks, adding an estimated 15 man hours per month, per college, toward check distribution.

The risk of fraud had become more of a concern as check stock could potentially be copied and altered. The risk of fraud and check misplacement was also high because of the various channels the check had to travel through before it was ultimately delivered to its recipient.

Additionally, OSU wanted to increase the number of employees who elected for direct deposit. During the paper process, only 35% of University employees utilized this more cost effective option.

Solution

It was becoming clear to OSU that processing payroll using a paper check system was inefficient, time consuming, and increasingly risky. OSU was already a client of the TALX employment and income

verification service (The Work Number), and it was quickly recognized by both parties that OSU could accomplish their payroll improvement goals by converting their current system to the TALX Paperless Pay offering.

Results

As a result of the Paperless Pay implementation, OSU was able to improve efficiency, reduce operating costs, and virtually eliminate all potential fraud risk. This system provides OSU's employees with a reliable, self-service method of accessing their paystubs, while also allowing them to personally change their banking and routing information when needed. Direct deposit usage spiked from 35% to 97% soon after implementation. It is now the employees' preferred (but not mandated) process.

Two industrial-sized printers were removed because of the drastic decrease in printed paper checks, from over 40,000 to roughly 2,000-2,500 per month. An estimated 352 labor hours were eliminated and reallocated university-wide each month due to the elimination of the labor-intensive and decentralized distribution system.

For more information, contact TALX at 800-888-8277 or e-mail moreinfo@talx.com.