

Optimum vs. Sage HRMS*

Topic/Function	Optimum Solutions	Sage HRMS
Database Structure	Single database design with easy to understand field names for ease of reporting	Multiple databases (4 at minimum) that require a manual syncing process. Table and field names are not intuitive.
User Interface/Experience	Offers both browser based access or access using a client that is setup by the end user. (No IT needed)	Sage HRMS requires IT to install a "fat client" on each user's PC.
ACA Reporting	Built in to system	Requires a 3 rd party product called "My Workforce Analyzer" and is an additional annual subscription.
Export files: (401K, Positive Pay and GL)	All 3 exports are built into the system and designed to create the files in the exact format the client needs to upload to the provider.	Requires a custom crystal report to be built and maintained. Crystal would also need to be installed on all the users PC's who need to use the report
Government Reporting (W2's and 941's)	All included in Optimum	Sage requires customers to pay for and use Aatrix, which is a third party system for tax filing in SQL payroll and for W-2s to be produced.
MICR printing of checks and imprinting of signatures	All included in Optimum	Sage requires third party product called Print Boss for secure MICR printing and signature capability with SQL payroll.
Product Development	There is a clearly defined road map for Optimum product enhancements.	Per Sage management, there is no roadmap for Sage HRMS product development.

Technical Support	Optimum has dedicated support account managers.	Sage does not offer dedicated support reps.
Implementation Timeline	Optimum payroll is fully implemented in 8-12 weeks.	Sage SQL payroll implementations are taking 6-12 months.
Organization Level Changes	In Optimum, any change to an employee record is completely changed throughout all of HR and payroll simultaneously.	In Sage SQL, if someone changes organizational level in HR, it does not update in payroll and user must manually change related fields in payroll.
Timekeeping	Optimum offers timekeeping as an add-on module to the system that becomes part of the fully integrated single database. Optimum also supports use of third party systems as noted below.	Sage HRMS has no native timekeeping system and works only with third party solutions.
Importing time files from third party timekeeping system	Very easy import of time files from other timekeeping systems into Optimum payroll. It is very easy to adjust and work with.	It is very difficult to create a time import file for Sage SQL payroll. GL overrides are needed in time files.
Administrative user licenses	No additional cost for users or "seats" in Optimum. You can have as many users as needed and that is all included.	Every admin seat is an additional charge and an additional ongoing support fee that is 50% of the original cost.
Garnishments	Garnishments are built in to Optimum, not requiring a third party add-on.	Garnishments are not handled well in Sage HRMS payroll and require a third party add-on.
Implementation and payroll history	Optimum Solutions has built in conversion reports to bring over Abra Suite data including the built in Data Exchange tool.	Sage HRMS is NOT an upgrade to Sage Abra Suite. It is a migration to a completely new payroll product. A migration to Sage HRMS does NOT bring

		over any payroll history.
Printing of check stubs	All built in to Optimum.	Cannot reprint duplicate stubs out of Sage HRMS payroll.
Emailing of direct deposit paystubs	All built in to Optimum.	Emailing of paystubs in Sage HRMS payroll requires a third party add-on called Print Boss.
Delivery of tax table updates	Optimum directly emails tax table updates to any payroll user who needs them.	Sage requires user to go to Sage portal and download the tax table updates manually.
Arrears	Can automatically set per amount on arrears per check with Optimum.	Cannot automatically set per amount on arrears per check with Sage HRMS. Deductions must be manually edited.
PTO accrual per pay period	In Optimum, you can see exact PTO accrual per pay period and can easily adjust.	In Sage HRMS, user cannot see exact PTO accrual per pay period and has to do a manual transaction to adjust the user still cannot see how much they accrue per pay period.
Comprehensiveness of fields	Optimum offers many more built in fields such as multiple addresses, up to 4 addresses, maiden names, much more date tracking for events.	None of these fields exist in Sage HRMS.

Tracking of training and certifications	Train is part of core HR in Optimum, not an additional module.	Training is an additional module in Sage HRMS.
Report capability	Optimum reports are much more attractive.	Sage HRMS reports are limited in number and are difficult to read and use.
Employee size in system	Optimum allows you to have any size system you need for your employee count.	Sage requires client to purchase tiers of employee size which are 500 size tiers after 1000 employees.
Annual support	First year Optimum support is flexible on start date and they will offer extra months in the first year as you go through implementation as needed.	Sage begins annual support year as soon as system is purchased, regardless of when client begins using it.

*Based on latest publicly available information available in July 2015

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