



SAVING 256 HOURS AND \$25,000 EVERY YEAR

*PayScale Team Helps Mariani Packing Company Simplify the
Annual Increase Cycle and Increase Manager Trust in HR*



ABOUT MARIANI PACKING COMPANY



EMPLOYEES

410



INDUSTRY

Agriculture



REGION

Global



PRODUCT

PayScale Team

For four generations, Mariani Packing Company has grown, dried, processed, and packaged only the finest and freshest dried fruit snacks and ingredient product. Mariani-branded products can be found in over 40,000 retail locations within the United States and across 58 countries.

THE CHALLENGE:

Mariani's spreadsheet-managed increase cycle required hundreds of hours every year, leaving little time for strategic HR work.

Across four facilities, Mariani relies on 750,000 square feet of state-of-the-art equipment to grow, dry, process, and package more than 150 million pounds of fruit each year. Yet while innovative technology is a crucial part of the company's core business, Mariani's payroll department was still using spreadsheets to manage a key part of compensation: the annual increase cycle.

"Each increase cycle took me 16 hours a week for four months. That's 256 hours," said Margarita Navarro, Payroll Administrator at Mariani. "I was building the spreadsheets from beginning to end, correcting, modifying, updating, sending to each manager to review, and communicating increases to employees."

The time-consuming manual process also frustrated managers. "Our managers are constantly travelling. But because the increase cycle is on such a tight timeline, they were always stressed about getting it done," said Navarro. "It was also difficult for them to access the data they needed. It was a huge friction point."

WHY Payscale?

- Automates the increase cycle
- Built with managers in mind
- Managers can complete increases while travelling
- Integration with ADP

WHY MARIANI PACKING CO LOVES TEAM:

- Saves HR endless time
- Allows HR to focus on strategic work & be proactive
- Saves managers time
- Increased transparency across the org

THE SOLUTION: Payscale

FROM SPREADSHEETS TO Payscale TEAM: “My director was excited to get me out of spreadsheets into more strategic work.”

Mariani implemented PayScale Team in May 2018. “I was excited about the prospect of not having to manage all those spreadsheets,” said Navarro. “My director was excited to get me out of spreadsheets into more strategic work.”

PayScale Team has since enabled a “completely different approach” to Mariani’s increase cycle, one that is more transparent, automated, and consistent. Team enables HR and managers to handle all increases within one platform, with transparency across the organization. “The entire company now knows the impact of PayScale Team,” said Navarro. “We are making PayScale part of our business, not just with HR but across the company.”

“Managers ask me when they will get an email to start with Team. They would never ask that about a spreadsheet! They’re excited about using Team because it’s so quick and simple for them.”

– Margarita Navarro, Payroll Administrator, Mariani Packing Company

THE RESULTS

- **Saved 256 hours and \$25,000**
- **Gained time for strategic activities**
- **Simplified the increase cycle for managers**
- **Increased trust between HR and managers**
- **Improved employee understanding of compensation and the increase cycle**

Saved 256 hours and \$25,000. Navarro estimates she's saving 256 hours and \$25,000 every year by using Team—\$10,000 of her time and \$15,000 of manager time. "The increase cycle is now so simple. There's no longer a need for back-and-forth emails, as Team automatically sends out reminder emails to managers. And I don't have to deal with multiple versions of spreadsheets, as our data syncs directly from ADP."

Gained time for strategic activities. Prior to Team, Navarro had little time to manage other key HR projects. "I couldn't do open enrollment because I had to do the increase cycle and close the year with payroll. Now, because we're using Team to manage the increase cycle, I have time to focus on benefits and open enrollment. I am more proactive in other areas, because Team automates so much of the process."

Simplified the increase cycle for managers. With Team, managers and administrators can manage increases from anywhere in the world, at any time. "Before Team, our VP of Sales needed access to VPN to manage the increase cycle," said Navarro. "Today, he doesn't have to worry about spreadsheets. He can do increases from Japan, from anywhere."

Prior to Team, managers dreaded the increase cycle. Now they look forward to it. "Managers ask me when they will get an email to start with Team. They would never ask that about a spreadsheet! They're excited about using Team because it's so quick and simple for them."

Increased trust between HR and managers. Both the streamlined process and the knowledge that pay decisions are now data driven have increased managers' trust in HR. "PayScale Team has improved the relationship between me and my managers," said Navarro. "It's brought more understanding to the managers about how jobs are priced. They have more trust in HR."

Improved employee understanding of compensation and increase cycle. Mariani's increase cycle process is now standardized across the organization. Decisions about pay are both consistent and transparent. "Before Team, employees had no idea where they were in their range," said Navarro. "Today, we use the employee comp report and benefits to show their total rewards. As a result, employees better understand their pay."

BRING PAY FORWARD: ABOUT PAYSCALE

DATA:

Disrupting the industry by taking creativity with data to new levels.

SOFTWARE:

The innovation never ends. Smart software using the latest technology and machine learning.

SERVICE:

Creators of the only modern compensation event, Compference, a dedicated customer community, Comptopia, and customer service you can rely on.

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