



**A G&A Success Story:**  
Government Contractor In Need Of  
Complex Job Costing Saves Big  
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At G&A Partners, helping our clients grow their business is our top priority. We pride ourselves on having the flexibility to create custom solutions that streamline and improve HR processes to meet each of our clients' specific needs.

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### The Client

When a mid-size specialty industrial manufacturing company earned a substantial government contract, the leadership team knew it would need to make some changes. As a federal contractor, the company would now become subject to additional regulations, including complex reporting requirements. The firm had been working with a professional employer organization (PEO) to outsource its daily administrative human resources functions, but was already unhappy with the level of service it was receiving. As the firm began searching for solutions to comply with the enhanced requirements associated with being a federal contractor, it became clear that it simply couldn't afford to bring all the problems it was having with its current PEO into this new relationship – the company needed a PEO that could be a true HR partner and deliver the service it needed to grow the business. In short, it was time to make a change.

### The Challenge

With only a few months left before the contract was due to start, the company met with several PEOs to find one that could fit seamlessly within the firm's existing operations. Just one meeting with G&A Partners was enough to convince the firm that it had found a HR partner that could not only meet the organization's complex reporting needs, but also its high service standards.

### The Solution

G&A Partners' staff was able to move quickly to create a plan that would address all of the manufacturing company's needs:

## Job Costing

The first and most important issue G&A addressed was the complex reporting requirements associated with the Davis-Bacon and Related Acts (DBA). This federal act applies to contractors and subcontractors working on federally funded or assisted contracts for the construction, alteration or repair of public works or buildings. DBA reporting is something many manufacturing and construction firms must comply with to bid and work on federal contracts. The act's primary purpose is to ensure that contractors and subcontractors pay employees working on these projects at least the local prevailing wage rate for similar work.

Complying with the Davis-Bacon Act and similar regulations involves a complex reporting system known as job costing. While not exclusive to government contractors, job costing is especially important for businesses seeking to bid on contracts with state or federal agencies. Job costing is essentially a system for assigning labor and other associated costs with a specific job or project. For employers, coding hours worked to specific jobs or projects allows them to accurately bill and forecast costs for future projects. The more projects or roles a company has, the more complex the tracking becomes, which is why finding a system capable of complex job costing is crucial.

As a PEO committed to providing the perfect combination of software and service, G&A Partners' time and attendance platform already had a job costing feature built in - all G&A's development team needed to do was identify the specific codes and projects the manufacturing firm needed and then customize G&A's existing job costing feature to meet those specific needs. In total, using G&A's integrated HR technology platform to facilitate job costing saved the company nearly \$30,000 in development costs that it would have incurred if it had tried to build out its own job costing reporting.

**“Saved the company nearly \$30,000 dollars in development costs...”**

## Skilled Recruiting

In addition to the complying with the reporting requirements associated with this new government contract, the manufacturing company also needed to quickly hire new employees to perform the work, and has continued to hire new employees at a rate of almost one per week since it began its partnership with G&A. Without G&A on deck to help facilitate the hiring process with an online onboarding tool capable of keeping up with the company's demand, its staff would be stuck dealing with mountains of employee paperwork, instead of spending their time securing new contracts and completing projects.

### **Multi-State Employment Law Compliance**

Over the years the manufacturer has expanded its business, taking on additional projects across the country, and having an HR partner that's well-versed in multi-state and federal employment laws and regulations has been integral to that growth process. With G&A providing ongoing HR compliance and employee management services, the company can be confident that its protected from costly claims and lawsuits.

### **Affordable Employee Benefits Options**

Being in the manufacturing industry, the health and safety of its workforce is always high on the company's list of concerns. As a G&A client, the company was able to take advantage of G&A's competitively priced workers' compensation coverage and expert claims management services, as well as additional accident prevention and OSHA compliance training and consulting services, all facilitated by G&A's expert risk management and workplace safety experts.

### **The Outcome**

Several years have passed since that first meeting, and the manufacturing firm has never looked back. With G&A Partners on its team, the firm gained that true HR partner it was looking for, one that was as committed to the company's success as its employees were. Today, G&A has become an important part of the firm's day-to-day operations, involved in almost every aspect of its employee management process, from the time an employee is hired to the time he or she retires.

## About G&A Partners

G&A Partners, one of the nation's leading professional employer organizations (PEO), has been helping entrepreneurs grow their businesses, take better care of their employees and enjoy a higher quality of life for more than 20 years. By providing proven solutions and technology in the areas of HR compliance, employee benefits, payroll administration and workplace safety, G&A alleviates the burden of tedious administrative tasks and allows business owners to focus their time, talent and energy on growing their company.

For more information visit [www.gnapartners.com/get-started](http://www.gnapartners.com/get-started) or call today at: (888) 909-7920.

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