



Client Success Story

SMART GROWTH ORGANIZATION PARTNERS WITH ALCOTT FOR A SMART APPROACH TO HR



When Eric Alexander founded Vision Long Island in 1999, this Executive Director and his board of directors were certain of their organization's mission and goals. They knew they wanted their 501(c) 3 nonprofit organization "to promote more livable, economically sustainable and environmentally responsible growth on Long Island through Smart Growth." However, they soon realized that, in order to grow themselves, they needed some help with their human resources.

The challenge

Vision Long Island's primary objective is to promote more livable, economically sustainable and environmentally responsible growth on Long Island through on Smart Growth initiatives, including infill, redevelopment and open-space preservation. While the organization wanted to focus on Smart Growth, it realized it could not – and did not want to - focus on the complex, yet critical area of human resources and all that it entails.

"Our main focus was on Smart Growth through downtown revitalization and sound infrastructure development," said Alexander. "As a small organization, it was beyond our scope of expertise and experience to know all of the employment and labor laws, and matters relating to payroll and tax administration, health insurance and other employee benefits. We immediately sought help for these areas."



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The Alcott HR solution

Alexander noted that, through word of mouth, he had heard of Alcott HR, a leading human resources outsourcing company. Alcott HR provided Vision Long Island with an all-inclusive professional employer organization (PEO) solution, which encompassed payroll and payroll tax administration, HR administration, training and development, employee benefits design and administration, regulatory compliance, and risk management and safety services.

“As a startup organization, we wanted the assurance that we were beginning with a strong foundation,” continued Alexander. “Alcott HR, serving as our [partner], gave us that assurance.”

The benefits

Right from the start, Vision Long Island benefitted from its relationship with Alcott HR. Management was confident that the organization was in compliance and up to date with workplace regulations. In addition, Alexander, the board and his staff of six employees knew that important aspects of their employee benefit package such as healthcare coverage and the 401(k) plan were being effectively managed.

“Having the technical assistance and know-how to handle and manage the entire HR piece professionally and without drama was a major benefit to us,” said Alexander. “Then, there’s the time-saving piece. Since engaging Alcott HR, we have been able to dedicate our efforts to our core mission in advancing Long Island’s Smart Growth. There is an efficient division of labor with Alcott HR handling the HR piece and Vision Long Island focusing on what we do best.”

He noted that the Vision Long Island staff has been very satisfied with the breadth of benefits they have received through the organization’s relationship with Alcott HR. These benefits include direct deposit, health insurance and voluntary insurance options such as dental, vision, life, long- and short-term disability, flexible spending accounts, 401(k), credit union membership, adoption assistance, transit check administration, scholarship program, qualified parking program, Employee Assistance Program (EAP) and discount programs.

Alexander continued saying that, “In the current climate, where trust is the ultimate currency, having a third-party, professional entity managing this (HR) function lowers the risk radically so that you don’t have the types of issues others organizations might have.”

“We’re a familial type organization, small staff and lean by design, and tight-knit with close ranks, so we may not have the same problems or conflicts other small or even large organizations experience. Still, with Alcott HR on board, there are no distractions and one less headache to manage,” added Alexander.

How can Alcott HR help you overcome your challenges?

Alcott HR is a leading nationwide provider of HR outsourcing services. Every day, we help small businesses and nonprofit organizations – like Vision Long Island – eliminate HR distractions, enhance compliance, control costs, improve recruiting and retention and grow. Let us help you, too.

Learn more at www.alcotthr.com.

