Lake County Sheriff's Office Restores Payroll Compliance

Stabilizing payroll, integrations, and finance with Workday after go-live

Location
Lake County, Florida

Workday Footprint
Core HR, Recruiting, Learning, Benefits, Payroll, Time Tracking, Cloud Connect, Core Financials, Procurement, Inventory, Projects, Grants Management, Adaptive Planning, Prism Analytics

The Groove Service
Continuous Innovation Services

THE CHALLENGE

Lake County Sheriff's Office was running on Workday, but its payroll had fallen out of compliance, resulting in fines. W-2 and Florida Retirement System (FRS) reports needed troubleshooting, and integrations were a persistent concern. Meanwhile, staff were balancing year-end audit work with purchasing-card uploads, bank reconciliations, and retirement reporting.

BENEFITS

100% Payroll Compliance
Payroll fully compliant, putting an end to fines

Stabilized Core Processes
Payroll, benefits, and finance running reliably

Improved Reporting Accuracy
Accurate W-2, retirement, and financial reporting

Greater Self-Sufficiency
Teams equipped to run the next cycle internally

THE SOLUTION

When Lake County Sheriff's Office brought in The Groove, payroll compliance was the most pressing issue, and the fines it was causing added pressure on a team already stretched thin by year-end audit work. Through its Continuous Innovation Services, The Groove started where the risk was greatest, tracing payroll and retirement reporting problems to their root causes and fixing them. From there, the work expanded to the integrations, time tracking, and everyday financial processes the agency depends on.

Throughout, The Groove worked side by side with agency staff, explaining each change so the team understood how their processes worked and why. Today, payroll is fully compliant, key Workday processes are stable, and the team has the clarity and confidence to manage the next cycle on its own.

"I am truly in awe of the work The Groove has done; it has been lifesaving."

— Raymond Bailey, Senior Director of Staff Services, Lake County, FL Sheriff's Office