

Debbe Borders, CPP Senior Payroll Consultant

payroll connoisseur

Mission Statement:

To bring integrity, expertise, and efficiency to the payroll processes of companies nationwide.

What would you like to accomplish?

Looking to ensure your payroll processes are as accurate, effective and efficient as possible? Need to establish payroll for employees outside the US? Implementing or making improvements to payroll or timekeeping systems? I can assist you with these changes and more.



Initial Consultation

A complimentary 30-minute consultation will provide an opportunity for us to connect and determine your high level needs and objectives.

Assessment

Process Improvement is what it's all about!

Includes a review of your current payroll processes and identification of any gaps, along with a written report of specific recommendations to streamline and optimize your payroll processes.

Implementation

Changes are an opportunity to make improvements!

Assistance with projects to:

- Implement payroll and timekeeping systems (US and International) and interfaces to/from other systems (i.e. HR, benefits, 401k provider)
- Set up new companies (i.e. acquisitions) in payroll and timekeeping systems
- Create naming convention of key data points in payroll and timekeeping systems (i.e. earnings, deductions, pay rules, paid time off accruals)
- Set-up tracking of expats and reporting of income in US and host country payroll systems



Official BIO



Debbe Borders, CPP, is the owner and Senior Payroll Consultant for DLB Consultancy, LLC. She is a seasoned payroll professional with over twenty years of experience. Debbe has worked at companies such as: Paychex, Prime Pay, Schnitzer Steel, and TriQuint Semiconductor (now merged to become Qorvo, Inc.). She has a breadth of experience in the implementation of ADP systems, timekeeping systems, and interface projects. Debbe works with her clients to structure and implement new payroll departments, determine gaps and streamline processes for current payroll departments, and consult on global payroll issues. Debbe ensures her clients feel confident moving forward, knowing that the right processes and systems are in place for accuracy and efficiency.

Testimonials

"Debbe is a professional payroll expert. She partnered well with HR team to deliver excellent service to employees. Accuracy and quality are her greatest attributes."

-Debbie Burke former VP HR, TriQuint Semiconductor

"I worked with Debbe for 7 years and highly recommend her for your payroll needs. Debbe has a high degree of integrity and is highly regarded as an expert in the payroll field. She is knowledgeable in both domestic and international payrolls."

-Susan Liles, Vice President, Finance, Eleven Wireless

"Debbe Borders is a professional in every sense of the word. Extremely capable, but more importantly a great communicator. Debbe is a driven, highly professional and dedicated individual who is competent, articulate and a team player."

-Lydia Rowe, Kronos Manufacturing Project Manager

"Debbe spear-headed an effort to bring non-US based employees in 15 countries onto one consolidated payroll platform. She reduced reporting time, drove ROI and improved compliance while increasing visibility outside the US. I will highly recommend Debbe to any of my clients needing support with project management and global payroll consolidation projects. "

-Melinda Berns, FPC, District Sales Manager, ADP Global Enterprise Services-Clackamas, OR



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Debbe Borders' Blog

<http://dlbpayroll.com/blog/>

"Here I share my thoughts and opinions on payroll processes, legislature, education and networking opportunities. This is my voice, and I hope you find it interesting and helpful."

