JULIAN MERCER

PAYROLL MANAGER

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PROFESSIONAL SUMMARY

Certified Payroll Professional with 14+ years in payroll operations and 8 years leading payroll teams, now a team of seven that pays 14,000 employees in a multi-state health system. Strengthens controls, implements payroll systems, and keeps tax filings, union contracts, and audits on track.

PROFESSIONAL EXPERIENCE

Payroll Manager Mar 2022 - Present
Sutter Health, Sacramento, CA

- Lead seven payroll analysts who run biweekly payroll for about 14,000 employees across union and non-union groups with 99.7% accuracy.
- Directed the migration of two legacy payroll groups to a single UKG platform, with the cutover completed in one cycle and no missed paychecks.
- Implemented a preprocessing checklist and variance review that reduced off-cycle payments by 40% in the first year.
- Manage audit support for internal, external, and state wage-hour reviews, with zero repeat findings in two cycles.
- Interpret union contracts for shift differentials, overtime, and on-call pay, and wrote 12 rule documents used by the team.
- Partner with HR and finance on the annual budget, benefits open enrollment changes, and mid-year tax-rate updates.

Payroll Supervisor Jan 2018 - Feb 2022

- Supervised a team of four payroll specialists and reviewed each payroll before release, catching about 30 errors per quarter before payment.
- Led testing for a time-clock upgrade covering 2,600 nurses and clinical staff, and held payroll errors steady during rollout.
- Reduced W-2 reissues from 85 to 20 by validating address and withholding data in November.
- Cross-trained the team on garnishments and retro pay, removing the need for temporary staffing at year-end.

Payroll Specialist Jun 2012 - Dec 2017
Kaiser Permanente, Oakland, CA

- Processed bi-weekly payroll for a medical center group of 3,500 employees and reconciled payroll registers to the ledger each cycle.
- Handled multi-state tax setups and unemployment claims for traveling and remote staff.
- Earned the CPP credential and was promoted to a senior specialist role covering complex retro pay for union groups.

CORE SKILLS

Payroll operations leadership | Multi-state payroll tax | Union contract interpretation | UKG Pro and Workforce Management | Payroll controls and audit | System implementation | Wage and hour compliance | Variance analysis | Team supervision | Budgeting | Benefits and deductions | Process documentation

EDUCATION

Bachelor of Science in Accounting, California State University, Sacramento, Sacramento, CA

CERTIFICATIONS

Certified Payroll Professional (CPP), American Payroll Association | Fundamental Payroll Certification (FPC), American Payroll Association