

CASE STUDY · CANADA · RURAL MUNICIPAL GOVERNMENT

Trust rebuilt through evidence, not promises.

Northern Sunrise County runs Workzoom for a seasonal workforce that scales from 90 to 140 employees across rural Alberta. First payroll in under three months. 40 percent faster than any prior system.

IN GOOD COMPANY · RURAL & MUNICIPAL



SMITHS FALLS
RISE AT THE FALLS



Northern Sunrise County

Northern Sunrise County is a rural municipal organization in Alberta with a seasonal workforce that swings between 90 employees in the slower season and 140 during peak. The county serves a broad rural geography from Nampa administration with service areas in Cadotte Lake and Reno Crossing.



BY MATTHEW WOOLLEY · FEATURING CAROL HANEY

Marketing & Sales Operations, Workzoom

WORKING WITH HR AND FINANCE BUYERS ACROSS CANADA AND THE CARIBBEAN

This case study covers the month-by-month partnership that took Northern Sunrise County from a difficult Diamond-to-Muniware transition to a first Workzoom payroll run in under three months. Stats and quotes match the published case study at workzoom.com/case-studies/northern-sunrise-county.

Last verified May 2026 · [workzoom.com / case-studies / northern-sunrise-county](https://workzoom.com/case-studies/northern-sunrise-county)

INDUSTRY

Municipal Government

EMPLOYEES

90 to 140 (seasonal)

WORKZOOM CLIENT SINCE

2024 (first payroll Jan 15)

HEADQUARTERS

Nampa, Alberta

SUITES IN PRODUCTION

- HR
- Workforce
- Payroll

THE CHALLENGE

A team burned twice on prior software transitions.

Despite a recent transition from Diamond to Muniware, inefficiencies, errors, and a lack of trust in the system continued to disrupt operations. Two consecutive software transitions had left the team skeptical of every promise the next vendor made.

The county needed a system that was accurate, fast, and easy to trust, without years of evidence stacked behind it. Manual processes produced errors that made staff question whether numbers could be relied on. Timekeeping had to span multiple job types and timesheet formats, which the prior workflow handled inconsistently.

A clean transition without disrupting ongoing payroll operations was the precondition for any next step.

BEFORE WORKZOOM

- Two prior software transitions (Diamond → Muniware) had eroded staff confidence.
- Timekeeping across job types and timesheet formats handled inconsistently.
- Manual processes produced errors that made numbers feel unreliable.
- Tight implementation timeline with minimal downtime tolerance.

A month-by-month partnership built on evidence.

Northern Sunrise County engaged Workzoom on a month-by-month partnership rather than a long-term commitment up front. This approach let the county experience the payroll process improvements firsthand before fully committing. Trust was rebuilt through evidence, not promises.

workzoom.com / payroll / pay-processing

WORKZOOM Search Martha Fleming Admin

< Processing
Step 1 of 3: Processing Validation
 Active #131 Weekly Payroll Processing, Regular Pay (Pay Issue Date:2026-02-12) Recalculate Complete Validation

Step 1 of 3: Validate Incoming Payroll Data This step provides an overview of the information flowing into payroll from all connection points within Workzoom. Based on this data, Workzoom flags have generated to highlight information should be resolved/dismissed/reviewed as appropriate to ensure the accuracy and integrity of your payroll data. Review all incoming data and perform any specific audits as per your normal payroll practices. Clicking on 'Complete Validation' will perform the following tasks: - Calculate and close all active timesheets so that no further changes can be made by general users (if further timesheet adjustments are required, the administrator can reactivate the timesheet, make the change, then re-close the timesheet) - Close all active time batches associated with this pay run - Calculate and close all active pays that do not have outstanding flags associated with this pay run - If flags still remain, you will be returned to Step 1 to complete validation - Once all flags have either been resolved or dismissed, clicking on Complete Validation will advance the workflow to Step 2: Audit & Finalize

Identification	Details	More Details
Pay Run #: 131	HR Cut Off Date: 2026-02-05	Journal Run: [Dropdown]
Country: Canada	Time Cut-off Date: 2026-02-09	Business Bank Account: 002 Bank of Nova Scotia - 01234 - 95135702 Canadian Dollars
Policy Area: Weekly Payroll Processing	Total Gross \$: 183520.260000	Payment Method: Both Cheque & Deposit
Pay Type: Regular Pay	Total Deductions \$: 27044.360000	Disbursed Date: YYYYMMDD
Frequency: Weekly	Total Net \$: 156475.900000	Particulars: [Dropdown]
Start Date: 2026-02-01	Total PR Clearing \$: 122966.970000	Bank Transfer #: 6 on 2026-02-12 to 002 Bank of Nova Scotia#
End Date: 2026-02-07		Exceptions Audit: Choose File No file chosen
Pay Issue Date: 2026-02-12		Final Pay Register: Choose File No file chosen

Add Pay
Create Pay Cheques
Audit HR Changes
Import Pay Entry Batch
View Pay Register

Pays (202)

Pay Statements By Pay Type

Pay Run Analysis (6572)

Gross Dollars by Value Type

Statement

GROSS	\$183,520.26	UNDER LAST PAY	\$4,782.31
DEDUCTIONS	\$27,044.36	UNDER LAST PAY	\$15,196.23
NET	\$156,475.90	OVER LAST PAY	\$414.12
PAYROLL CLEARING	\$122,966.97	UNDER LAST PAY	\$33,094.81

WORKZOOM PAY PROCESSING · THREE-STEP PAY RUN WITH CPP, EI, AND CRA REPORTING BUILT IN

PAYROLL

Pay Processing

First payroll ran on January 15, less than three months after project start, the fastest and most accurate payroll the county had ever seen. Last-minute corrections that used to take hours now finish in minutes.

WORKFORCE

Timekeeping

Time tracked accurately across multiple job types and timesheet formats. Hours flow directly to payroll, eliminating manual reconciliation.

WORKFORCE

Scheduling

Schedule changes propagate to timekeeping and payroll without manual handoffs, handling the seasonal headcount swing without operational drag.

HR

Personnel

Single source of truth for the seasonal workforce. Headcount changes flow through the platform without losing data continuity from peak to off-season.

THE RESULTS

First payroll on January 15. Trust restored.

The team processed their first payroll on January 15, less than three months after starting the project, the fastest and most accurate payroll the county had ever seen. Workzoom's dependable system reduced errors and restored faith in the payroll process. Payroll adjustments and last-minute corrections that used to take hours now finish in minutes.

40%

Faster payroll
Fastest the county had ever seen

< 3 mo

To first payroll run
Processed on January 15

90-140

Seasonal employees
Slow season to peak

"Switching to Workzoom has made managing payroll and timekeeping so much easier. The system is straightforward and works really well. We were able to process our first payroll faster than we expected, and now we feel much more confident in how we're handling everything."

CAROL HANEY · PAYROLL AND BENEFITS ADMINISTRATOR, NORTHERN SUNRISE COUNTY

Why this matters for rural Canadian municipalities

Rural municipalities operate with seasonal workforce swings, lean HR teams, and limited budget for software experiments. The month-by-month partnership model removed the commitment risk that had burned Northern Sunrise twice before. The Workzoom engine handles CPP, EI, CRA T4 reporting, and Alberta provincial rules inside the same platform that runs HR, time, and scheduling.

Earn the second month by delivering on the first.

A 30-minute walk-through with your seasonal workforce structure, your timekeeping formats, and your real payroll cycle. We bring month-by-month proof, not a multi-year commitment.

40%
faster ·
< 3 mo
to go-
live

first payroll on
January 15 · the
fastest and most
accurate the county
had ever seen.

[Book a 30-min walkthrough →](#)

[See pricing in detail](#)



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