



PAYROLL
CONGRESS
CONVENTION & EXPO

Chief Payroll Officer

It's Time for a New C-Suite
Executive

#PAYCON

**PAYROLL
POWER UP**

Introduction



Jason Lee

Chief of Chime Enterprise

chime Workplace™ Salt Labs acquired by Chime (2024)

SALT

Co-founder, Salt Labs (founded 2022)

daily pay.

Co-founder, DailyPay (founded 2015):

- Creator of earned wage access (EWA)
- Exit to investor group, 2022



Pete A. Tiliakos

Chief Payroll Champion
Payrollinfluences.com

πayroll
influences

Principal Analyst & Strategic Advisor,
Co-host of HR & Payroll 2.0 Podcast

NelsonHall
TRANSFORMATION TECHNOLOGY GROUP

Director of HR Tech & Services Research
Principal Analyst for HCM, Payroll, EoR, Fintech

Deloitte.
IBM alight

HR & Payroll Operations &
Transformation Leader

The
WALT DISNEY
Company

Name

Director of Payroll
San Diego Metropolitan Area

Name

Director of Payroll
Aubrey, TX

Name

Senior Director of Payroll
St Louis, MO

Name

Director of Payroll
Greater Tampa Bay Area

Name

Director of Payroll
Richmond, TX

Name

Director of Payroll
Los Angeles Metropolitan Area

Name

Head of Payroll Services
Alpharetta, GA

Name

Payroll Director
Lutz, FL

Name

Director of Payroll & Billing
United States



Name

Director, Payroll & Benefits
New York, NY

Name

Director of Payroll
Diamond Bar, CA

Name

Payroll Director
New York City Metropolitan Area

Name

Director, Payroll
Los Angeles, CA

Name

Director of Payroll
Richmond, TX

Name

HR Director / Payroll
Kansas City, MO

Name

Director of payroll
Staten Island, NY

Name

Director, Payroll
Houston, TX

Name

Director of Payroll
Los Angeles, CA

Name

Director of Payroll
Dallas, TX

Name

Senior Director of Payroll
St Louis, MO

What is your sentiment toward the concept of a “Chief Payroll Officer”?

Should have happened a long time ago



Love it, but I'm not holding my breath



I am one



I don't want the responsibility



Hate it



Titles Matter

Google Searches



“Chief Executive Officer”



“Chief Financial Officer”



“Chief Technology Officer”



“Chief Marketing Officer”



“Chief People Officer”



Results

164,000,000

56,200,000

13,600,000

12,800,000

4,270,000

Titles Matter

Google Searches

 "Chief Executive Officer" 

 "Chief Financial Officer" 

 "Chief Technology Officer" 

 "Chief Marketing Officer" 

 "Chief People Officer" 

 "Chief Payroll Officer" 

 "Chief Pay Officer" 

Results

164,000,000

56,200,000

13,600,000

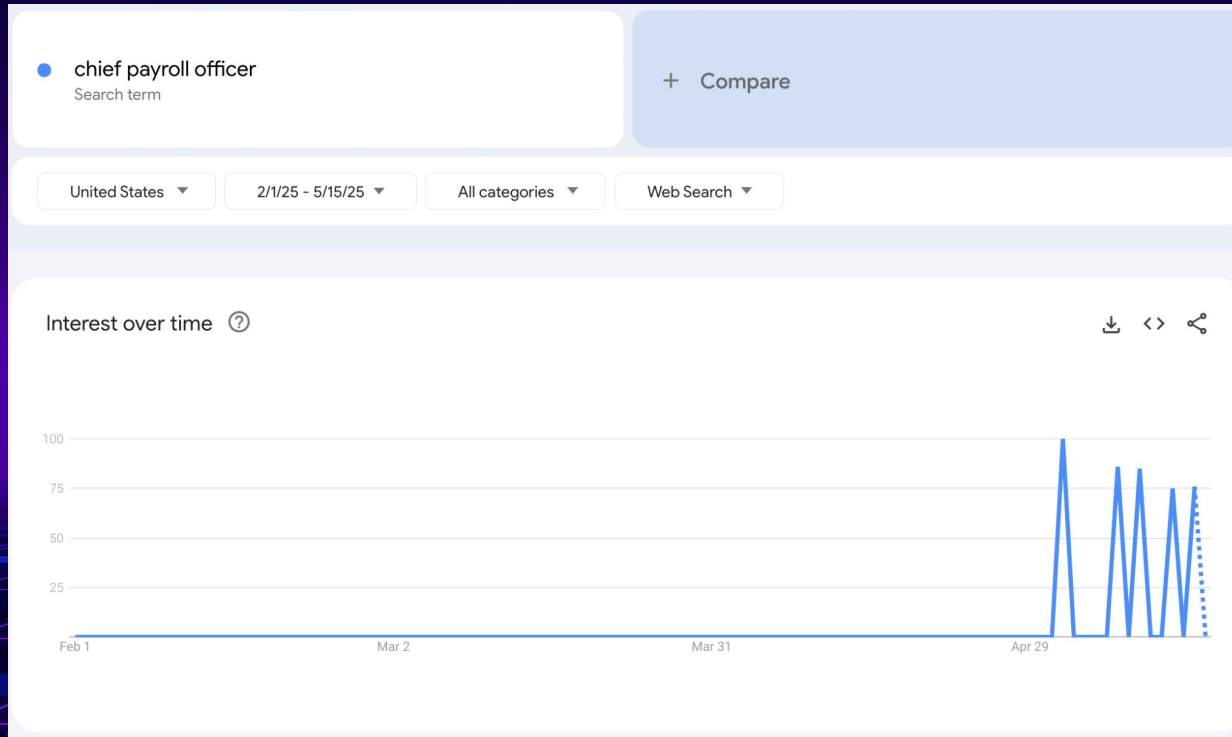
12,800,000

4,270,000

3,970

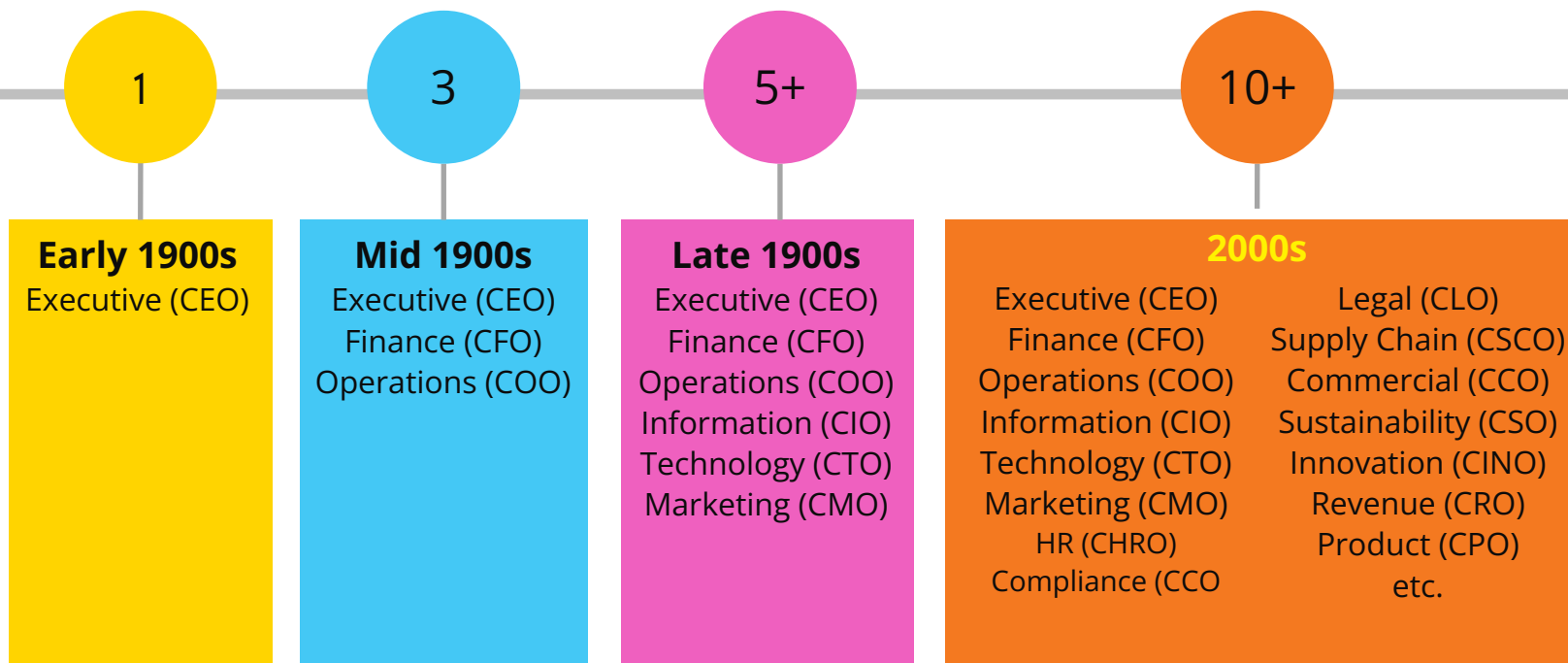
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Chief Payroll Officer Interest

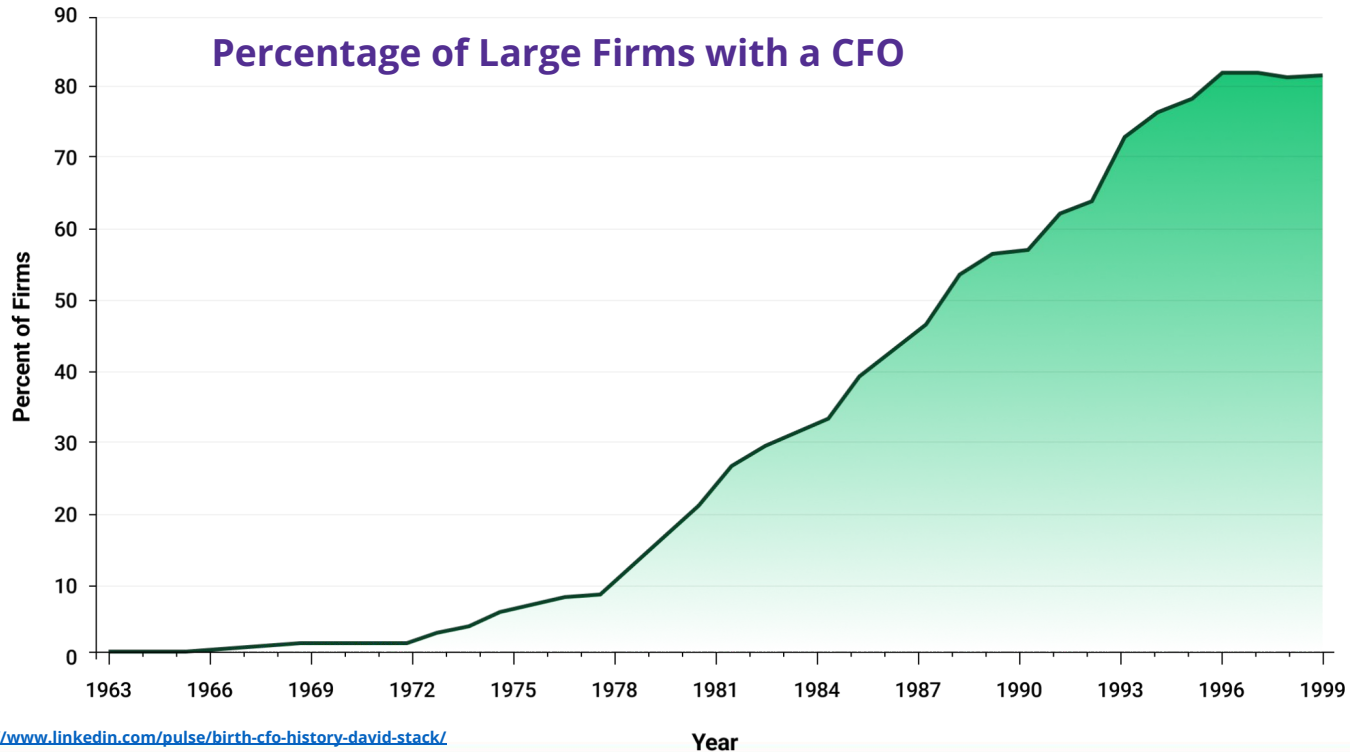


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Evolution of the C-Suite



CFO Adoption Curve



Source: <https://www.linkedin.com/pulse/birth-cfo-history-david-stack/>

How Tech Directors Became Chiefs

Hiring: Chief Technology Officer
(1980s)



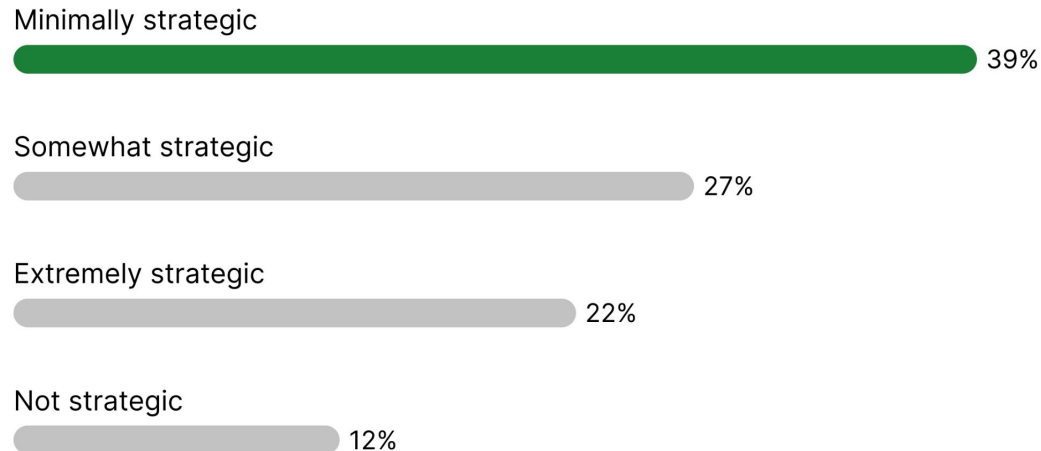
Hiring: Chief Infosec Officer
(2000s)



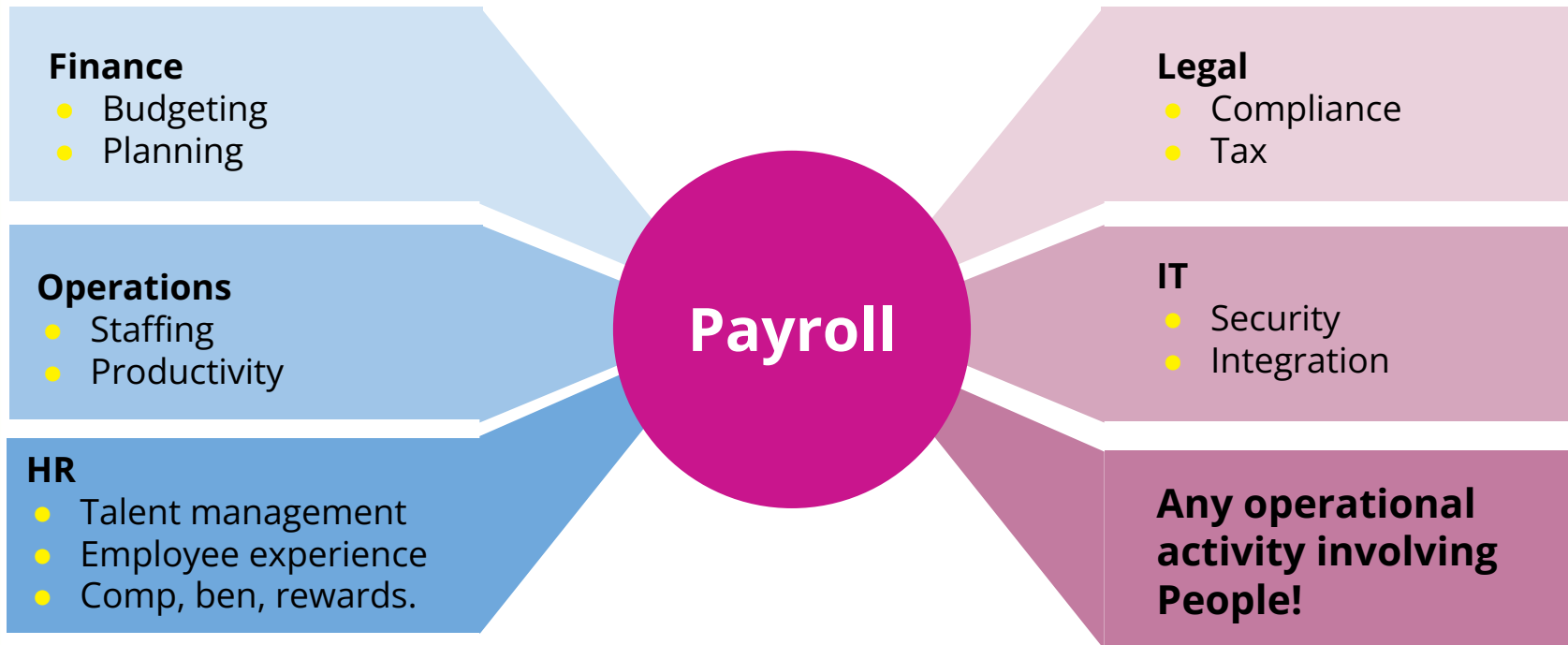
How Tech Directors Became Chiefs



Poll: In your company, what is the perception of Payroll's strategic significance



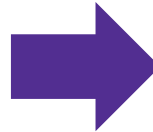
Payroll Influences *Everything*



Shift in Mindset: Payroll Leads

Process Owner

- ☐ Hierarchical
- ☐ Reactive
- ☐ Industry best practice
- ☐ Siloed processes
- ☐ Manual and static
- ☐ Data as needed
- ☐ Payroll is *led* by the org.



Trusted Advisor

- ☐ Cross-functional, collaborative
- ☐ Proactive
- ☐ Agile, latest practice
- ☐ Integrated processes
- ☐ Augmented, automated
- ☐ Data and insights-driven
- ☒ ***Payroll leads the org.***

Data Analysis versus Entry

Fastest Growing Jobs

#1) Big data specialists
113% increase

#3) AI & ML specialists
82% increase

#11) Data analysts
41% increase

Future of Jobs Report 2025

Fastest growing and declining jobs by 2030



Top fastest growing jobs	Top fastest declining jobs
1 Big data specialists	1 Postal service clerks
2 FinTech engineers	2 Bank tellers and related clerks
3 AI and machine learning specialists	3 Data entry clerks
4 Software and applications developers	4 Cashiers and ticket clerks
5 Security management specialists	5 Administrative assistants and executive secretaries
6 Data warehousing specialists	6 Printing and related trades workers
7 Autonomous and electric vehicle specialists	7 Accounting, bookkeeping and payroll clerks
8 UI and UX designers	8 Material-recording and stock-keeping clerks
9 Light truck or delivery services drivers	9 Transportation attendants and conductors
10 Internet of things specialists	10 Door-to-door sales workers, news and street vendors, and related workers
11 Data analysts and scientists	11 Graphic designers
12 Environmental engineers	12 Claims adjusters, examiners and investigators
13 Information security analysts	13 Legal officials
14 DevOps engineers	14 Legal secretaries
15 Renewable energy engineers	15 Telemarketers

Fastest Declining Jobs

#3) Data entry clerks
26% decline

#7) Payroll clerks
18% decline

Note: The jobs that survey respondents report the highest and lowest net growth (%) by 2030.

Source: World Economic Forum. (2025). *Future of Jobs Report 2025*.

How Payroll is Strategic

5 Pillars of Modern Payroll

Pay Experience

- ❖ Pay & total rewards
- ❖ Transparency
- ❖ Pay timing & method
- ❖ Financial wellness

Access to Talent & Skills

- ❖ 'Any type, any time, anywhere'
- ❖ Risk management
- ❖ Compliance expertise and advisory

Compliance Excellence

- ❖ Accurate, timely, & compliant
- ❖ Orbiting the business
- ❖ Derisk strategic plans

Strategic Advisor

- ❖ Proactive engagement on strategic plans
- ❖ Insights and expertise guide
- ❖ Strategic change agents

Organizational Agility

- ❖ Scalable, adaptable, & resilient
- ❖ Leveraging data and insights to 'see around the next corner'

Organizational Agility: Payroll's Ultimate Strategic Impact



Payroll holds the data that helps 'see around the corner' and enable organizational agility.

Agility has the capability to predict and 'flow' with market demands and changes.

Agility can identify and act on cues and signals to avoid risks and capture opportunities.

Poll: Does your CEO know how hard your job is?

No way



Rarely



Sometimes



Absolutely



How to Level Up: Influence & Impact



Payroll professionals with strongest executive relationships are:

- ❑ Delivering **3x** the value and strategic impact
- ❑ **42%** more likely to have culture that prioritizes payroll
- ❑ **50%** more likely to be seen as a center of excellence vs. processor
- ❑ **26%** more confident in ability to enable strategic plans

The Path To Elevating Your Payroll Eminence

Think, position, and operate as a business leader and trusted strategic advisor - *lead the org., don't wait to be led.*

Lean into tech and augmentation, and leverage your data and skills to drive impactful change!

Leverage your expertise and data to tell stories, guide decisions, and influence strategy, and return the ultimate ROI – Organizational Agility!

Become champions for the change you want/need – seek to “Influence for Impact”

It begins with a ‘Top-down + Bottom up’ approach.



Job Description

Chief Payroll Officer

ABC Corporation 📍 NY



[Apply Now](#)

About the Role

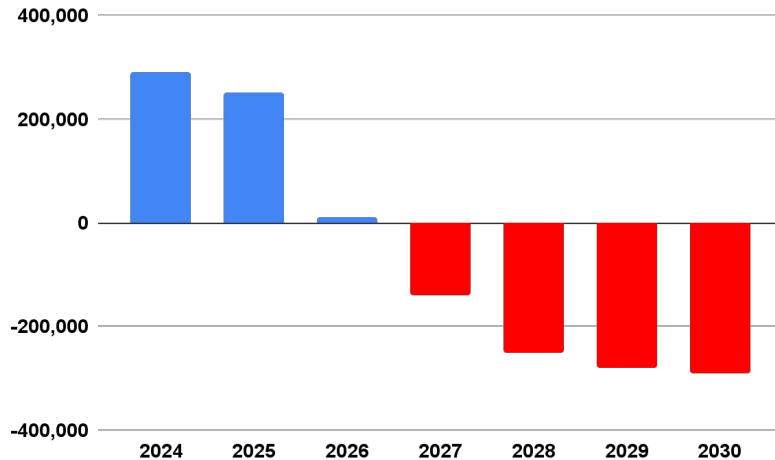
The Chief Payroll Officer is a C-suite executive who will play a critical role in leading the payroll department, partnering cross-functionally to drive key business outcomes and developing and executing a payroll strategy to enhance employee engagement. Day-to-day responsibilities will include:

- Setting and leading payroll vision, strategy, and roadmap
- Designing and managing payroll ops and compliance center of excellence
- Developing & mentoring payroll professionals
- Delivering a delightful pay experience
- Collaborating with business unit leaders to advance the payroll vision
- Leveraging KPIs & SLAs to drive continuous improvements and deliver value
- Partnering with HR on compensation and benefits
- Taking ownership of workforce analytics to drive employee engagement
- Managing payments technology and security
- Developing and managing key vendor partnerships

Why This Could Happen Sooner Than You Think

Labor Scarcity

Est. Annual Change in U.S. Labor Force¹



Lightcast: "Demographic Drought: The Rising Storm"; figures exclude immigration

Competitive Advantage





**PAYROLL GOES
TO THE C-SUITE**

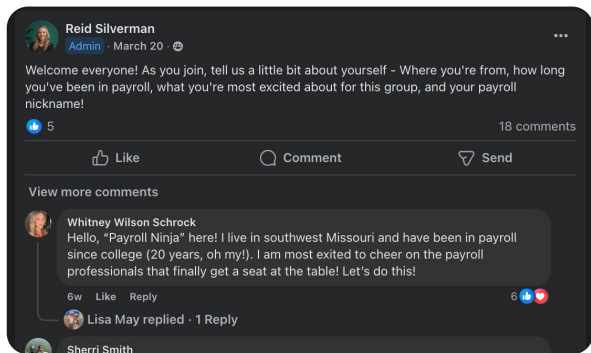
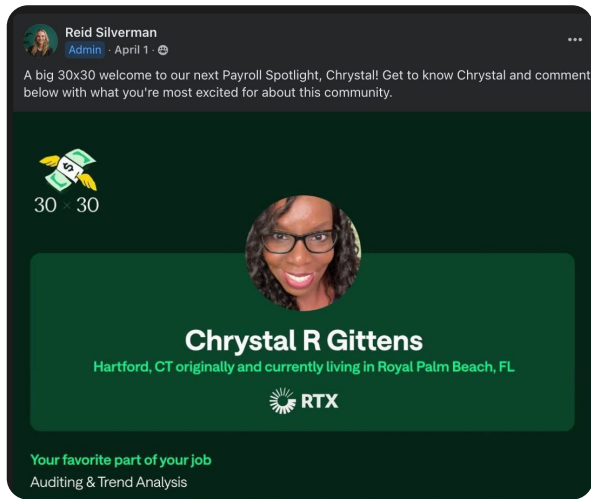
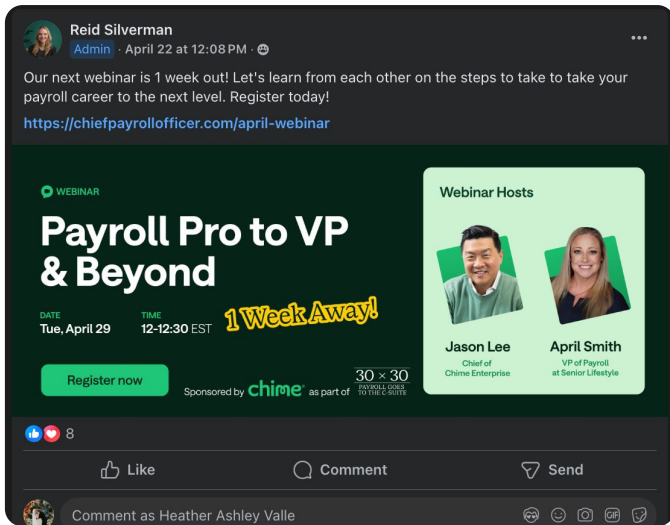
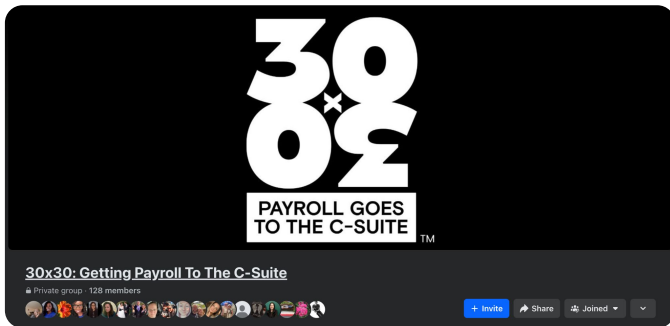
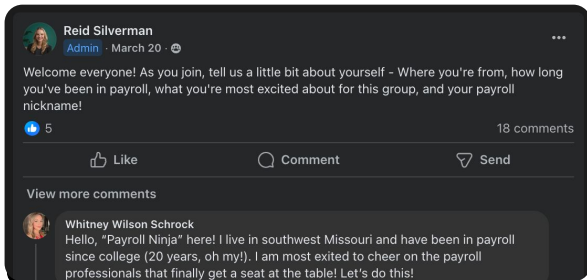
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**LET'S ELEVATE 30 PAYROLL
PROFESSIONALS TO THE
C-SUITE BY 2030**

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ALREADY APART OF THE 30X30? JOIN OUR FACEBOOK





Q&A

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