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TIPS FOR A SUCCESSFUL CLOUD PAYROLL IMPLEMENTATION

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Agenda

- Welcome and Introductions
- Payroll Perils
- Tips for a Successful Implementation
- Customer Case Study
- Q & A

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Finance can certainly have problems
Payroll Perils

"My Vendors are getting paid late, or not at all!"

"What happened to the reports I used to get?"

"Our grant funding is late because we can't report!"

All this is important, but payroll can be another issue

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Payroll Perils

- Payroll is high visibility – externally!
- Employees will talk!
- Can create personal hardship for employees
- Issues can be difficult to resolve
- It can easily hit the news

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Payroll Perils:
Public Sector Payrolls are Complex!

- Payroll is at the end of a complex process
  - Time Capture
  - Benefits and Deduction Calculations
  - Multiple rule sets
- Integration with other applications is complex
  - Requires detailed testing and reconciliation
- Public agencies provide a wide and diverse range of services to the public. More rules, complexity

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Payroll Perils:
Public Sector Payrolls are Complex!

- Bargaining unit rules are complex

- Legislation/regulations that impact payroll are not easily changed

- FLSA rules work differently in public sector

"Unfortunately, total FLSA compliance is far more complicated in the public sector and, even in the private sector, often requires a degree of flexibility that is not present in commercial off-the-shelf programs." But They Said Their Payroll Program Complied With the FLSA?

– LCW Brian Walter - Liebert Cassidy Whitmore.

How do you mitigate risk and have a successful payroll project?

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Tips for a Successful Payroll Project:
It starts with (actually before) the RFP

Know what you believe are your unique requirements

- Special pay calculations
- Bargaining unit contracts
- Compensatory time in lieu of overtime
- Legislative requirements
- Basis for pay calculations – 2080 vs 2088 vs 2096

Know what can be changed!
Critical for Cloud projects.

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Tips for a Successful Payroll Project:
It starts with (actually before) the RFP

Integration is Complex – Map it out!
- Time & Labor. Multiple Sources
- Benefit / Pension Providers
- Labor Distribution / Labor Costing
- General / Projects / Special Ledger Integration
- Salary / Step / Rate Tables – Civil Service
- Absence Management / Leave Tracking

Know what can be changed!
Critical for Cloud projects.

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Tips for a Successful Payroll Project:
Pre Implementation

- Design cases to use during the evaluation
- Have the vendor demonstrate compliance
- Understand how the system is configured
- Know what configuration options exist – EX. Rules Engines?

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Tips for a Successful Payroll Project:
Project Planning

- Include all integration mapping
- Key off clear requirements from evaluation
- Create business process blueprint
- Identify key project resources (knowledge of rules, contracts, legislation)
- Understand Cloud limitations/advantages
- Take advantage of advanced Cloud capabilities

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Tips for a Successful Payroll Project:
Project Management and Execution

- All Project Management best practices!
- Align with annual cycle
- Plan inclusion of cloud quarterly updates schedules
- Change management is a must have. Can't customize, must change
- Testing, especially module integration is essential
- Consider automated testing tools

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CMHA Project

Community Mental Health Authority of Clinton, Eaton and Ingham counties (CMHA- CEI) is a public agency serving people in Mid-Michigan. The agency has over 1000 employees providing services and supports to over 13,000 consumers, with an annual operating budget of $136M.

CMHA-CEI treats adults and children with emotional and behavioral challenges, intellectual/developmental disabilities and substance use issues.

Community
MENTAL HEALTH
CLINTON · EATON · INGHAM
Together we can.

On Site 24 Hour - Crisis Services

Children's Intensive Crisis Stabilization Services

Urgent Care

Residential Services

Autism Services

Skill Building Assistance

Case Management and Assertive Community Treatment

CMHA has implemented Oracle Cloud HCM/Payroll and is in the process of implementing ERP and Budgeting.

Lessons Learned from CMHA Project

- Have all requirements and criteria at start of configuration

- Develop staff support capabilities from the start

- Phase implementation based on organizational factors

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About Metaformers

- Transform and modernize to achieve the executive's vision and true ROI from people/process changes, using software as a tool
- Bridge the gap between management consulting and software implementation
- Change Management
  o Dedicated Practice, Resources and Methodology
- Industry Sector Experts
  o Deep understanding of government, healthcare and education business processes, regulations and necessary functionality

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Q & A

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