



Legal and Practical Implications of Payroll Software Implementation

Presented by:

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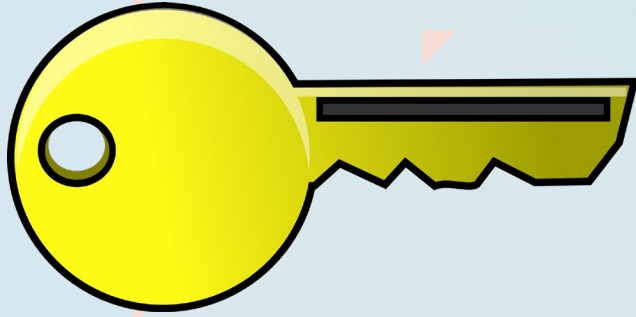
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Selection process

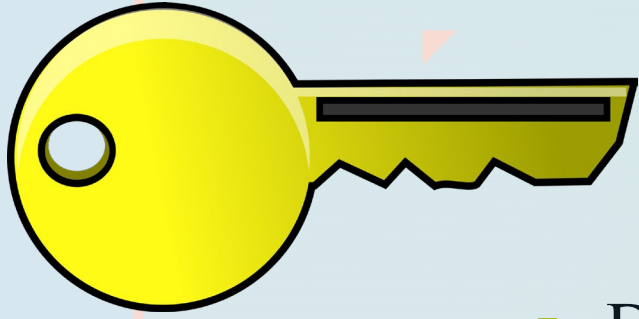
- Whether the City is considering an ERP
- Need to customize calculations
- Consultants for selection
- Implementation consultants





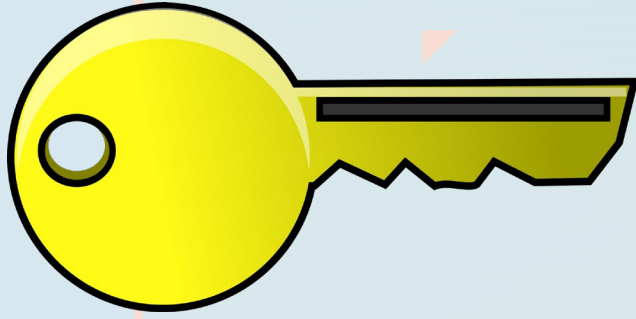
Key Factors for Success

- Implementation team
 - Roles
 - Understanding
 - HR involvement



Key Factors for Success

- Data transition:
 - Legacy data
 - Conversion
- Setup
 - How much customization does it allow
 - Legacy system similarity?



Key Factors for Success

- Leadership support
- Adequate time for implementation
- “Go-Live” dates
- Permissions

Implementation Process

- Calculations
 - 40 hour workweek
 - Special issues for Public Safety
 - Calculation of regular rate of pay



Implementation Process

- Policy changes
- Parallels



Transition Considerations

- Pay date changes
- Explanation of changes
- Training
- Pay advices



Questions?

Thank You

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