

HRIS / Payroll Enhancements

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Timeline Review

2014 initiated implementation to ADP Enterprise

- established data tables
- migrated data
- HR/Payroll staff training

2015 HR/Payroll moved to ADP hosted environment

2016 initiated implementation of web-based ADP Recruitment Management

- established workflows and practices

2017 implemented web-based application for candidates and Employee Self Service

- trained staff



HR/Payroll Hosted Environment Enhancements

- Enhanced disaster recovery
- Physical servers no longer necessary
- Minimal internal IT support required
- Integration of future products easily accomplished



Recruitment Management Enhancements

- Mobile capabilities
- Timely recruiting efforts
- HR can search, find and match candidates
- Candidate experience
 - Ability to apply electronically
 - Ability to apply for multiple positions
 - Ability to receive notifications of vacancies
- Reduction of manual efforts to print and data enter thousands of applications
 - Average 2014 – 2016 = 14,333 applications



Employee Self-Service Enhancements

Provides employees with one location to:

- Review bi-weekly payroll information
- Apply for vacant positions
- Access employee handbooks and other documents
- Review/change address, tax withholding, direct deposit, emergency contact(s), phone number(s)



Future Enhancements

- Performance Evaluations and Compensation Management
- July 2017
- Manager Self Service – implementation 2018
- Electronic payroll June/July 2017



Current Amendment Request

- Benefits Administration Services
 - Fully integrated benefits enrollment and management platform
- Health Compliance Services
 - Management of work hours, benefit coverage offers, and IRS filings
- ADP agreed to price reductions

