

# AUTOMATED A LOCAL GOVERNMENT'S HR AND PAYROLL FUNCTIONS WITH ORACLE APPLICATIONS



CASE STUDY



PUBLIC SECTOR



## CLIENT

Our client is a local government, the office of one of the largest cities in the United States.

## CHALLENGES

The client was using a combination of legacy applications, Microsoft Excel based tools, and manual processes to manage their day-to-day tasks. The biggest challenges were in managing payroll as this was done with Microsoft Excel and labor-intensive, error-prone manual tasks that required a lot of reconciliation activity at period close. It failed to provide real-time insights on benefits and accruals and necessitated accessing several systems to analyze the reports. Similarly, the process of hiring and tracking resources required multiple systems. To overcome the limitations, the client decided to implement Oracle applications and partnered with HTC Global Services.

- Simplified the payroll calculation by including overtime and accrual based on miscellaneous business rules, multiple rotation plans, shift plans, and earning policies based on CUCs
- Integrated Oracle Time and Labor (OTL) with Kronos Time Clock to give maximum visibility, control over human resources, ensure payroll and timekeeping compliance, and accurate payroll processing
- Self-service facility was implemented in several functional areas in a time-bound manner to ease the payroll complexities of thousands of employees due to stringent time entry requirements
- Customized and automated sick and vacation accrual plans, checking budget for new hire, pre-processing before transfer to payroll, and work history

## HTC'S SOLUTION



Our Oracle professionals customized and implemented Oracle Human Resources, Payroll, Advanced Benefits, Time Entry, and Self-Service functionalities to manage payroll for more than 34,000 employees.

- Payroll was implemented for 60 departments by combining 13 union codes, with each union code having separate payroll rules

## KEY BENEFITS REALIZED BY THE CLIENT

- Easy maintenance of employee repository streamlined HRMS
- Seamless integration of OTL and payroll reduced manual intervention by 30%
- Efficient administration of employee benefits both active and retired employees
- Eliminated the need for maintaining multiple systems as HRMS, Payroll, Benefits, and OTL are now available under a single system
- Quick and easy time entry saved 40% of time with every payroll period as payroll process is structured
- Reduced data discrepancies by 35% as paperwork is now minimal