

DOC Kronos Project

Time and Leave / Workforce Management



SCEIS Executive Oversight Committee – Project Overview

October 29, 2019

Project Overview

Core Project Scope:

- Kronos Workforce Dimensions Implementation
- Phase 1 – Time and Leave
- Phase 2 – Workforce Management (Advanced Scheduling)

Key Project Goals and Objectives:

- Eliminate Paper Timesheets for Level II and III Institutions
- Accuracy with Recording of Working Time, Cost Savings
- Ability to Track Overtime
- Scheduling of Employees to Cover Shortages
- Safety of Staff and Inmates

Estimated Annual Savings

Kronos Value Analysis:

Process Improvement	Estimated Savings
Prevent Manual Calculation and Input Error	\$785,000
Prevent Pay Inflation and Gaming	\$87,750
Prevent Accrued Leave Inflation	\$210,337
Increase Front-line Manager Productivity	\$420,000
Optimize Overtime Controls	\$200,000
Mitigate Impacts of Unscheduled/Incidental Absence	\$141,300
Additional Controls Surrounding Extended Leave	\$131,250
Reducing Administrative Hours	\$131,250
TOTAL	\$2,106,887

Project Overview

SCEIS Interface Support:

Phase 1 – Time and Leave

- Kronos Outbound – Time and Leave Data (Existing SCEIS Kronos Interface)
- Kronos Inbound – SCEIS Employee Data (SCEIS PA Interface Exists)
- Kronos Inbound – Business Structure Data (SCEIS OM Interface Exists)
- Kronos Inbound – Calculated Accruals Balance Data (New)

Phase 2 – Workforce Management

- Kronos Inbound – Skills and Certification Data (New)

Sample Kronos Interface Templates Provide to SCEIS
Team for Review and Estimating Support

Project Timeline – Phase 1 Time and Leave

PHASE 1 - KRONOS WFD TIME & LEAVE	1	2	3	4	5	6	7	8	9	10	11	12
	JUL 2019	AUG 2019	SEP 2019	OCT 2019	NOV 2019	DEC 2019	JAN 2020	FEB 2020	MAR 2020	APR 2020	MAY 2020	JUN 2020
INITIATE PHASE												
Project Start / Setup	X	X										
Technical Preparation		X										
Project Team Training and Preparation	X	X										
Initiate Phase Project Team Training		X	X	X	X							
COLLABORATE PHASE												
Phase Preparation			X	X	X							
Business Process and Policy Definition			X	X	X	X						
Technical Infrastructure Setup			X	X	X	X						
Kronos Development / Unit Test						X	X					
SCEIS Integration Design							X	X				
SCEIS Integration Development / Unit Test								X				
Integration Testing Preparation							X	X				
Collaborate Phase Project Team Training								X				
TESTING READINESS CHECKPOINT												
ADOPT PHASE												
Kronos WFD Testing									X	X		
SCEIS Interface Testing									X	X		
User Training									X	X		
PRODUCTION CUTOVER												
Parallel Cycle Reviews											X	
PRODUCTION GO-LIVE												
Post Go-Live Support												X

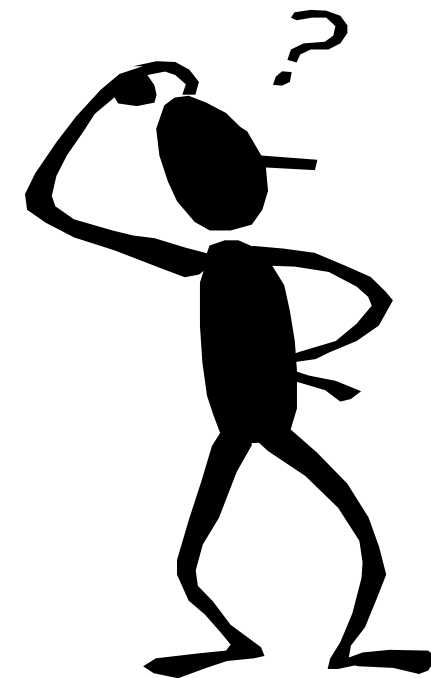
SCEIS Support Required for Interface Design, Development, and Testing

Targeted Timeframe – January thru April 2020

Highlights and Wrap-Up

Summary Highlights:

- Kronos is the Prime Integrator and will be Leading the Project;
- Significant Improvements in DOC Business Processes and Internal Controls Expected;
- Kronos Value Analysis – An Estimated \$2.1M in Annual Savings;
- SCEIS Support for Interface Design, Development, and Testing Required (JAN – APR 2020);
- Time and Leave Interface Currently being used by Two Other State Agencies;
- Kronos Solution Design and Development can be Leveraged for Deployment at other State Agencies Requiring Timeclocks / Workforce Management.



Open Discussion