Narrative Response – Payroll

Kenosha County RFP 2313

Provide a narrative response to each of the following:

1. Provide Highlights of any major features, functions, or areas of support that may differentiate your service offering from your competitor's offerings and which support the aims of the Kenosha County Payroll Department as outlined above.
2. Please provide a brief description of your payroll processing and administration capabilities. (Please include the type of pay calendars that the solution can support).
3. Describe how your solution solves secondary code assignments for employees with multiple job codes and/or work locations.
4. Describe the extent to which payroll data is effective dated, including any differences with the rest of the HCM solution.
5. Describe how the system manages instance where an employee works a double shift.
6. Describe how the system manages employees who qualify for shift differentials.
7. Describe how the system manages shift differentials when an employee works a double shift.
8. Describe how the system manages a pay period when an employee starts their third shift work prior to the pay period ending at midnight on Saturday and ends their shift Sunday morning.
9. Provide a list of user roles and describe how your system manages the access.
10. Describe how your system would handle the import of existing work rules/workflows.
11. Describe the limitations to the types of work rules/workflows that can be imported into the system.
12. Describe how the implementation team ensures the system accurately imports work rules/workflows.
13. Describe how your solution handles bulk changes such as cost of living increases.
14. Describe how your solution tracks wage garnishments.
15. Describe what type of time punch hardware is required to work with your solution.
16. Describe how your solution processes taxes from the point of the check being processed to the point of the quarterly and annual reports being filed.
17. Describe the level of engagement that Kenosha County will have with customer service based on the size of our organization. Will we be assigned a specific person or a team?