

# KERN 360 UPDATE



## Project Overview

We are implementing Kern360 through a phased approach, designed to effectively manage resource allocation and ensure alignment with our objectives. This strategy allows us to address each area systematically while minimizing disruption.

**For the Financial Phase:** We have just completed 21 weeks of architect and configuration. We are now preparing for end-to-end testing, which will begin in September. Following this, we will conduct a pre-production dress rehearsal with county end users to test the system and training aids currently in development. From there, financial training will be provided to appropriate county end users, special district participants, and even active vendors. The financial phase is on track to go live in late January 2025.

**For the Human Capital Management Phase:** We are currently in the fourth week of architect and configuration so design is still in its infancy; however, the collaboration between central and department HR teams has been encouraging. This phase is progressing steadily towards a June 2025 go-live.

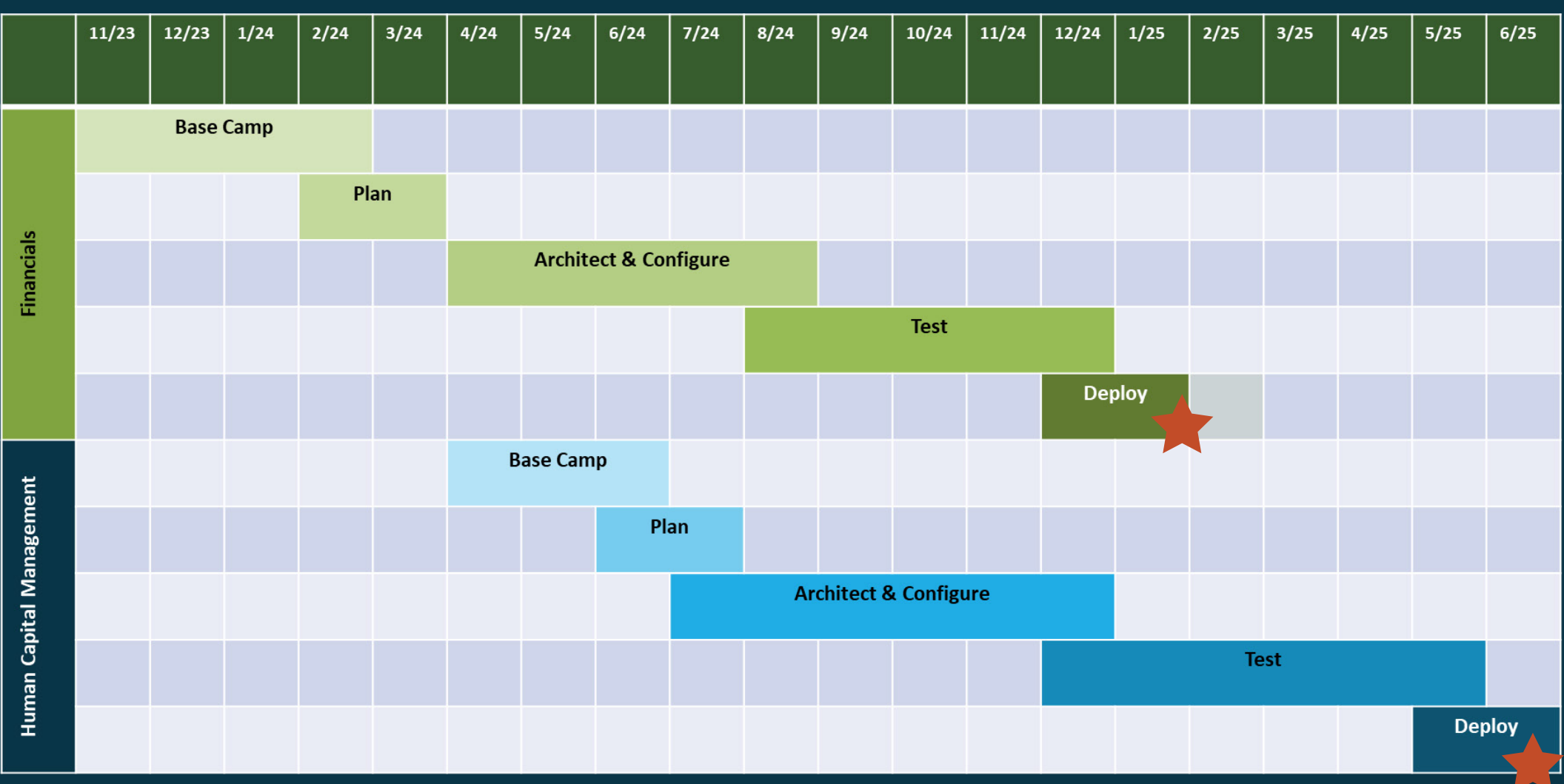
Our project team is a diverse group of individuals from all six areas of county government, each contributing their expertise to ensure the success of this initiative.

**Project Management:** Overseeing the overall execution, keeping us on track with timelines, budgets, and objectives.

**Architect and Configure:** Designing and setting up the system to meet our needs and ensuring a seamless integration.

**Change Management:** Managing the transition to the new system, including training, communication, and support.

*"Kern360 aims to configure and implement a comprehensive enterprise resource planning system. This strategic initiative will empower employees and leaders with a 360-degree view of information, fostering data-driven decisions, transparency, and efficiency across the organization."*



# Realized Benefits from Financial Design

As we approach the go-live of the financial phase, we anticipate several key benefits:

**Real-Time Data:** Immediate impact on budgets with real-time data, eliminating overnight batch processing and leading to more timely decision-making.

**Robust Reporting:** Access to comprehensive, real-time budget-to-actual reporting at any point during the fiscal year.

**Encumbered Budgets:** Full encumbrance of salaries and benefits in the budget, providing real-time insight into workforce expenditures which dramatically improves our ability to complete budget forecasting.

**Improved Functionality:** Real-time budget checks integrated into business processes to prevent rejected transactions that need corrected the next day after the overnight budget check.

**Embedded Instructions and How-Guides:** On-screen instructions and guides to support users in executing business processes.

**Centralized Financial Management Tools:** Streamlined tools for managing grants and projects, and a unified list of suppliers across procurement and accounts payable.

These advancements will significantly enhance our ability to manage resources and improve our fiscal stewardship.



# Change Management Efforts

Effective change management is critical for project success. Our efforts include:

**Developing a Change Management Network:** A network of financial and HR staff will be equipped with project information and resources to aid in communication and support.

**Countywide Communication:** Regular newsletters to keep all county staff informed.

**Internal Project Portal:** Launching this week, the portal will be a central resource for project information, updates, and training opportunities.

*We'd like to recognize the dedicated county staff whose leadership and expertise have been pivotal to this project. Their hard work and commitment are greatly appreciated.*



Sincerely,

*Katelyn Zenger, PMP*

County Administrative Office  
Project Manager

ZengerK@kerncounty.com  
(661) 868-3127