

September 2025 Newsletter



PROJECT UPDATES >>>>

WHAT'S NEW

Kern360 is in Human Capital Management (HCM) Phase 2. HCM Phase 2 includes an array of features for all employees including some HR self-service features, time keeping, absence (time off, leaves, etc.), talent management, and more.

This week, the unit testing step of the HCM build will begin. Our Kern360 leaders in HR, Health Benefits, Payroll, and Kern360 Support have been working tirelessly to ensure each employee, beneficiary, and retiree's information is ready to migrate from our legacy systems into the Kern360 testing environment. Their efforts have involved reviewing and validating thousands of records in preparation for unit testing.

Our Kern360 leaders across the county have also been working with our implementation partners to configure processes from timesheet structure to hiring workflow to maximize efficiency and user-friendliness. We are immensely thankful to our Kern360 project team and our leaders across the county for their dedication and attention to detail. Their hard work is foundational to the success of this project. They are continuing to serve our county as we progress into unit testing and future builds.

During unit testing, a select group of users will test the processes configured in Kern360. They'll identify any data errors and areas that need improvement. Their feedback will guide changes and enhancements during the next build phase.

You can follow along with the project progress on the [Project Info Kern360](#) portal page.

WHAT'S NEXT

Kern360 HCM has a new official go live date: June 13, 2026.

Our next step toward go live is completing several weeks of unit testing followed by an end-to-end build phase. During the upcoming end-to-end build, the project team and our implementation partners will take lessons learned from testing to fix errors and enhance processes in Kern360. The Kern360 team will repeat a similar process of designing, verifying, building, and testing new versions of Kern360. These multiple rounds of testing will ensure that each process is as accurate and as seamless as possible before the fully developed system goes live in June.

You can follow along with the project progress on the [Project Info Kern360](#) portal page.

PRIZE ALERT!

We want your involvement! Each newsletter will feature a fun activity you can complete for a chance to enter our opportunity drawing. The grand prize winner will receive a \$25 Amazon gift card, and two additional winners will receive exclusive Kern360 swag. All winners will be announced in the next newsletter!

Would you like a chance to win? Complete a [Kern360 Project Portal](#) scavenger hunt using [this form](#). Find at least three out of four correct answers in the scavenger hunt to enter the opportunity drawing!

SYSTEM FEATURE SPOTLIGHT

PAYMENT ELECTIONS

Our Kern360 guiding principles are Increased Efficiency, Modern Technology, and Enhanced User Experience. This month's spotlight is on payment elections: a feature that matches all three guiding principles!

If you've ever needed to add or edit your method of pay for travel or expense reimbursements, you're familiar with the routine: fill out a direct deposit form, void a check, and deliver the form to the Auditor's Office.

In Kern360, the payment election process has gone fully online! No need to fill out a paper form or take a trip to the Auditor's Office. You'll be able to add your payment method for reimbursement using a quick online form, and you'll be able to view your account and election options any time you need. In addition to the ease and convenience of the new online process, you'll also have more control and visibility for your accounts and greater security with the elimination of paper forms.

The online process will also reduce processing time. Your new payment elections go into effect immediately after you select your preferences online.

You can set up your payment elections now by following the step-by-step instructions in the [Add and Maintain Payment Elections Job Aid](#). If you'd like a refresher on how to access the live financials portion of Kern360, you can use the [Workday Access Job Aid](#) to get started as well.

We can look forward to more convenient online processes once we implement the HCM side of Kern360. Once the HCM portion of Kern360 is live, you'll be able to use a similar process to Payment Elections for editing and viewing your direct deposit information too.

Stay tuned as we explore more features that use modern technology to increase efficiency and enhance our everyday experience.

THE MORE YOU KNOW

SEND HELP!

You can find support and answers to your Kern360 questions in an all-new way using the **Kern360 Help Center**.

The new Help Center not only replaces the previous support request form—it's also home to job aids and step-by-step directions for Kern360 tasks. You'll be able to locate helpful information and submit your help requests directly from the Kern360 platform.

Check out the [Help Center Job Aid](#) for full instructions on accessing and using your Help Center.



KEYWORD CORNER

Business Process: A business process is a series of steps users follow to get something done in Kern360. It starts when someone with the right role begins the process. Tasks are then routed to the next person as needed. People involved get notified as the process moves along and can give feedback when it's done. Some steps may change depending on the situation.

Related Actions: Are additional processes or options related to an item or task. Throughout Kern360, related action menus are indicated by an **Actions** button or a three-dot icon.



Priyanka Kumar
Senior HR Specialist

BEHIND THE BUILD



In each month's Behind the Build, you'll meet one of the HCM team members working hard to build Kern360.

This month, we'd like you to meet the amazing Priyanka Kumar! Since joining the HCM implementation in Summer 2024, Priyanka has been a driving force behind our progress. She has coordinated key meetings and stakeholders, helped shape critical configuration decisions, and played a major role in validating data within our current test tenant build. Priyanka's retrospective and analytical skills make a big impact every day. We are grateful for her dedication and proud to have her behind the build.

Thank you for your continued flexibility and support as we move toward full Kern360 implementation. If you have questions or comments regarding the newsletter or the [Kern360 Project Portal](#) website, please contact stockwells@kerncounty.com.

Samantha Stockwell

Kern360 Change Manager