

January 2026 Newsletter



PROJECT UPDATES >>>

WHAT'S NEW

End-to-end testing continues to progress. Due to the diligent work of testers, the project team and implementation partners were able to uncover configuration areas in need of further work, and they are dedicating their efforts to completing a full and accurate configuration. The Kern360 configuration work entails some changes to the testing timeline, but the go-live date remains the same.

You can follow along with the project progress on the [Project Info Kern360](#) page or access the live financials side by visiting [Kern360 Financials Production](#).

WHAT'S NEXT

As part of the project team's goal to maintain a June 13 go-live date, the team has begun adding more testing resources. Part of the testing expansion includes beginning to onboard department testers a few at a time. These testers from departments around the county will not only help with maintaining a good testing pace but will also

provide valuable insight from their departmental perspectives. The team is looking forward to welcoming even more testers in the weeks to come.

You can follow along with the project progress on the [Project Info Kern360](#) page or access the live financials side by visiting [Kern360 Financials Production](#).

SYSTEM FEATURE SPOTLIGHT

2025'S BEST NEWS AND FEATURES

As we look forward to big changes in 2026, we are also looking back at some of the highlights from last year's newsletters. Check out the list below to recap or catch up on what you missed in the last few newsletters!

- The Support Team unveiled the all-new [Help Center](#)! The Help Center provides a built-in ticket system for your Kern360 support requests. It also contains resources like help articles, where you can find the answers and instructions you need. The Support Team is constantly building their library of support resources in the Help Center. Check out the [Help Center job aid](#) for guidance on submitting your first help ticket or navigating the ever-growing collection of resources.
- We walked you through setting up your payment elections in the live financials environment for Kern360. If you have not yet set up your payment elections for expenses, reference the [Payment Elections job aid](#) for step-by-step instructions. Payment elections are configured in the live production environment for Kern360, so you can set up your financials elections right now!
- We launched an [FAQ page](#) for the Kern360 site. Visit the FAQ page to see answers to questions your coworkers have asked. You also have a chance to help us build the FAQ page by submitting your questions using the [FAQ form](#).
- We explored some upcoming features for your employee profile. Check out the [Profile Overview](#) resource to take another look at the fantastic self-service features and transparent information you will have access to once we go live.
- We glimpsed the future of benefits management. We're looking forward to viewing and managing benefits in the same centralized system where we submit our timesheets, update our contact information, and view our pay stubs. Review the [Benefits Sneak Preview](#) for a closer look at the future of benefits management.
- We completed an org chart exploration activity. If you missed last month's opportunity drawing challenge, check out the [activity instruction guide](#) to learn tips and tricks for navigating the org chart with ease.

PRIZE ALERT!

This month, we're looking for your feedback on our communications so far! Go Live is growing closer and closer, and we want to make sure you get the information you need as we all prepare.

Fill out [this feedback survey](#) with your thoughts, and you'll be entered into an opportunity drawing! The grand prize winner will receive a \$25 Amazon gift card, and two additional winners will get exclusive Kern360 swag.

DECEMBER PRIZE WINNERS

Congratulations to our December prize winners—Yesenia Burdick, Lizzie Collins, and Autumn Wikoff! Thank you for joining the December challenge!

- Thanks to one reader's question submission to the FAQ page, we released a [crosswalk for legacy financial reports](#). A big thanks goes out to that reader and others who have used the [FAQ form](#) so far! Your efforts help us all learn more.

As you can see, we've learned a lot since the newsletter launched. We're excited to explore more in the year to come!

THE MORE YOU KNOW

REVISITING OUR KERN360 GOALS



Each of you works hard, thinks creatively, and contributes generously as you provide our community with the best possible services. With your many responsibilities, finding time to learn a new system and adapt to new ways of working may be challenging. With that in mind, we wanted to talk about the motivation driving the big changes coming with Kern360.

While growing pains are natural as we transition to Kern360, we have a lot to gain in our future state. Our vision for the project is that Kern360 will empower employees and leaders with a 360-degree view of information and will drive data-informed decisions. You can view the full vision and the guiding principles behind the project on the [Kern360 About page](#). We also would like to share some of our overall goals for the project with you.

- **Efficiency:** The new system eliminates the need for paper forms and reduces processing time for a number of tasks, like setting up direct deposit and submitting a catastrophic leave request.
- **Transparency:** Users will have greater visibility on many aspects of their records and tasks. For example, supervisors will have easier and more in-depth reporting available as they craft EPRs (employee performance reviews), and once a new EPR is completed, the employee will also be able to view it in Kern360. As new EPRs are added over time, it will create a centralized career history location for an employee's review.
- **Security:** Kern360 is routinely updated and maintained, so it provides continuous enhanced security for employees' essential information. Utilizing a platform with continuous support means future-ready protection for the personal information kept for employment and benefits purposes.
- **User Experience:** Kern360 comes with self-service features that allow every user to be empowered and informed. Employees will be able to update their own information as needed, and they'll have greater visibility on their records, requests, and tasks.

KEYWORD CORNER

Supervisory Org- A supervisory organization is a Kern360 structure consisting of a manager (Note: see the Manager definition in the new [Kern360 glossary on the resources page](#)) and their direct reports. The supervisory org defines how approvals and people-related processes are routed. Our org chart is made up of many interrelated supervisory organizations. For example, the executive team for a department is one supervisory org reporting the director. An executive team member may be over a supervisory org consisting of team leaders. Each of those team leaders is then over a supervisory org for their individual team. These orgs all connect to form the full reporting structure of the organization.



We know how valuable your time and resources are, and we don't take your investment in this change lightly. We look forward to seeing the more streamlined, secure, cohesive, and user-friendly future state we're building together in Kern360.



BEHIND THE BUILD

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

Michelle Venegas plays a key role in our Kern360 journey as the Talent and Performance Lead, helping to automate the Employee Performance Review (EPR) process within a centralized system. This work is critical to creating a more consistent and efficient performance management experience across the County.



Michelle Venegas
Senior Human
Resources Analyst

In addition to leading Talent and Performance efforts, Michelle has also supported the Recruiting workstream, stepping in where needed while continuing to manage her daily operational responsibilities. Her ability to balance project work with real-time recruiting support ensures departments remain supported throughout the implementation.

Michelle is a consistently positive collaborator who approaches change with openness and flexibility. Her willingness to partner, adapt, and contribute across workstreams makes her an invaluable part of the build.

We appreciate Michelle's dedication and the steady impact she continues to make on Kern360's success.

Thank you for your ongoing commitment to Kern's success. 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