

February 2026 Newsletter



PROJECT UPDATES >>>>

WHAT'S NEW

The Kern360 team continues to make forward progress as we move through end-to-end testing across Payroll, Benefits, Compensation, and other key functional areas. The project team is validating hundreds of real-world County processes and ensuring the system is configured to support departments accurately and effectively.

Through this hands-on testing effort, the team is refining configurations, strengthening reporting tools, and confirming system functionality to support a smooth and reliable experience for employees at go-live. Subject matter experts and our implementation partners are working collaboratively each day to ensure Kern360 reflects the operational needs countywide.

This month has also seen the project team making strides in the knowledge transfer process, where our implementation partners prepare the Kern team with the expertise they'll need to own Kern360 and its processes in the future.

Our focus remains on delivering a stable, well-tested system that employees can depend on, with continued oversight from County leadership to support thoughtful decision-making and steady project momentum.

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

The Payroll Parallel build phase has been delayed to accommodate the need for more configuration and testing during end-to-end. Payroll Parallel testing will be the next major phase in the testing process. This critical testing phase allows the project team to run multiple pay periods in the testing environment and compare the results with our actual payroll during the testing period. Accurate payroll implementation is the number one priority for go-live, so the Payroll Parallel testing will be rigorous, comparing payroll outputs down to the cent.

In addition to the Payroll Parallel test phase, we are also building a training plan for users. You'll receive more updates as we determine the timeline and structure for specialized workflow training, train-the-trainer sessions, and learning for all users on critical processes like timesheets and self-service.

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SYSTEM FEATURE SPOTLIGHT

EMPLOYEE PERFORMANCE REVIEWS

Your future Employee Performance Reviews (EPRs) will be easier than ever for you to access and track!

When Kern360 goes live, EPRs will begin living in Kern360. Managers and HR Partners (Supervisory) can expect a streamlined process where system notifications prompt new EPRs, and each approver receives a notice in Kern360 when their review and approval is required in the EPR process. The entire process will operate without the need for extra emails and prompts outside of the system. While the process look different, the EPR template will be the exact same form we use currently.

Once an EPR has been finalized, approved, and signed, the employee will be able to access their EPR from their employee profile any time they would like. While past EPRs will not be uploaded to Kern360, employees will have all EPRs occurring after go-live accessible in Kern360.

PRIZE ALERT!

You provided great insight last month including suggestions for terminology and role crosswalks, information about the training plan, and assurances about payroll and security. Your feedback will help us shape communication as the project progresses.

This month, we're asking you to tell us specifically about what kind of resources you'd like to see. To enter this month's opportunity drawing, check out the [Kern360 Resources page](#) and complete [this form](#) with your thoughts on where we go next.

The grand prize winner will receive a \$25 Amazon gift card, and two additional winners will get exclusive Kern360 swag.

JANUARY PRIZE WINNERS

Congratulations to our January prize winners—Helen Rosario Rivera, Maria Medrano, and Veronica Andriano! Thank you for joining the challenge!

KEYWORD CORNER

Worktags are like smart labels used to identify and classify transactions. Worktags can be attached to expenses, time entries, payroll costs, and more in order to categorize, manage, and report on work.

Work tags help track where money is being spent; assign costs to the right department or project; and run accurate reports. For most employees, using Worktags will simply mean selecting tags as needed when submitting expenses, time, or similar transactions.



During end-to-end testing, the Talent and Performance team has been able to complete EPRs successfully as a supervisor. The team is continuing to test each aspect of the process including testing the security and privacy of EPRs on the platform. As more aspects of the EPR process pass their tests, we can look forward to a secure, streamlined, and accessible EPR process.

THE MORE YOU KNOW

NEW RESOURCES



We are continually adding new material to the [Kern360 Resources page](#). This month, we'd like to highlight two new areas on the page.

We have started a glossary of terms, which you can view in one of the top expandable sections of the [Resources page](#). The glossary includes the keywords featured in every newsletter as well as some crosswalk features where we connect a legacy system term with its equivalent in Kern360.

We've also added another expandable section with short concept building videos created by our implementation partner. These videos will allow you to preview some Workday features and will help you build your understanding of the platform.

The video collection and the glossary will continue to expand as we move forward. Please check out the [Resources](#), [FAQ](#), and [Newsletter Archive](#) pages to see what's new and catch anything you've missed!

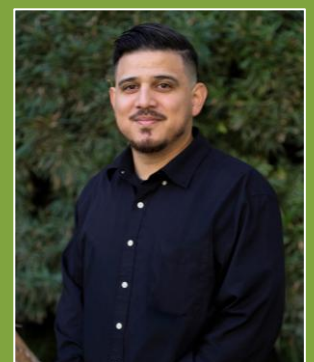


BEHIND THE BUILD

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

Since the Financials phase, Andres Robles Santana has served as the Kern360 Reporting Lead while continuing to carry his daily operational responsibilities, demonstrating an exceptional level of dedication and adaptability. He quickly upskilled in Workday and Prism reporting tools and is now actively developing custom reports that support the implementation team today and will ultimately be delivered to departments when HCM goes live.

Equally important, Andres is a calming force within a fast-paced implementation environment. His steadfastness, reliability, and willingness to lean in have made a meaningful impact on the success of Kern360, and we are incredibly fortunate to have his expertise supporting this effort.



**Andres Robles
Santana**
System Analyst I

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

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