

August 2026 Newsletter



PROJECT UPDATES >>>>

WHAT'S NEW

Our new Payroll Parallel testing version of Kern360 is currently being built. This month, the project team has been focused on data validation, making sure we have accurate employee and payroll information to feed into the Payroll Parallel testing tenant.

The team just reached a major milestone by completing all pre-validation of employee information from our Mainframe system. The team will finalize the last few pieces of the build within the next few weeks. Once our implementation partners help to build the new tenant, the team will then focus on post-validation, making sure information was imported correctly into the new tenant.

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

Payroll Parallel testing is set to begin in October. Actual time and absences from the pay periods between June 27 and July 24 will be bulk uploaded through Kern360. The testing team will validate the results against our actual payroll outputs from our current systems. They'll look for any inconsistencies and seek solutions before running payroll a second time. The team will address any necessary configuration changes to ensure accurate pay, deductions, allowances, accruals, and more before we move into our final fresh Kern360 build.

PRIZE ALERT!

Your input continues to shape our future learning and communication material. This month, take a moment to review the new [Absence Request Basics video](#) and submit your feedback, follow-up questions, or topic requests using [this form](#). If you include your name and email when you fill out the form, you'll be entered into an opportunity drawing for prizes!

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

JULY PRIZE WINNERS

Congratulations to our prize winners—Tim Wardlow, Roxanne Esparza, and Ruben Perez! Thank you for joining the challenge!

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SYSTEM FEATURE SPOTLIGHT

ABSENCE REQUEST BASICS VIDEO

In our last newsletter, you saw a video first look at timesheets in Kern360. We asked you what you wanted to learn next, and your top two responses were that you were curious about absences and wanted to see more detail about timesheets and tasks. This month, we're exploring time off with a new [Absence Request Basics video](#), and we'll take a look at timesheets and tasks soon too!

In this video, you'll get a look at how to submit an absence request and see a sneak peek at how your absence requests populate on your timesheet. Per your feedback, we'll continue to explore time and absence in more depth in future videos as well.

Thank you for continuing to contribute your feedback and ideas. You have another chance to make your voice heard and impact the direction of future communications by completing the Prize Alert activity for this month, too!

THE MORE YOU KNOW

UPCOMING SYSTEM UPDATES

All of Kern360, including Financials Production, will see updates with the newest Workday release on September 19. A few of the most notable changes will be a fresh version of your worker profile and updated visuals and navigation system wide.

Worker Profile: Your worker profile overhaul includes easier navigation and clearer delineation between your publicly shared and privately maintained

information. Your profile will feature a new header and collapsible side menu. You'll also find private and public tabs to separate your public profile fields like work contact and position from your personal information like compensation and leave balances. This change will have some impact on how your profile displays in live production today but a much greater impact on your full profile features to be released when Kern360 HCM goes live.

Visuals: On your homepage, the Awaiting Your Action, Timely Suggestions, and Recommended for You blocks will all be consolidated into a single Daily Brief widget for a more streamlined experience. You'll also see branding

headers removed in some areas and upgraded aesthetics on buttons, pop-ups, and more. Essentially, the updated interface will be more visually modern, focused, and streamlined than ever before.

Navigation: Navigation continues to move toward personalized and customizable hub-based organization with this new release. We've seen apps divided into hubs or sections for easy navigation already, but these hubs will be further tailored to individual users' roles with the new release.

FUTURE FOCUSED RECOGNIZING SMALL WINS



Last issue, we talked about how finding a change partner can help you navigate transitions successfully. One practice you can utilize yourself or with your change partner is recognizing small wins.

Adjusting your familiar routines and finding whole new ways to operate in a new system can be overwhelming. With so much change happening, it's too easy to see how much we have left to learn and forget how far we've already come. That's why intentionally taking time to acknowledge your progress is so important.

As you begin to learn and practice in the coming months, pause to recognize your wins. It doesn't have to be something big or complicated. Look for progress in everyday moments instead. Things like:

- You completed a process without needing help.
- You learned a shortcut or discovered a useful feature.
- You asked a question that helped clarify something for yourself or others.
- You helped a teammate navigate a challenge.
- You recovered from a mistake and figured out what to do differently next time.
- You noticed that a task that felt difficult last week is becoming easier.
- You tried something new—even if it didn't go perfectly.

Trying, learning, and improving are all wins.

You do great work every day. Take time to celebrate your wins today and in the coming months as you learn Kern360. Let's make a habit of noticing progress and moving forward together.

KEYWORD CORNER

Delegation allows you to temporarily assign certain Workday tasks and approvals to another employee when you are unavailable, such as during vacation or leave. The delegate can act on your behalf for the tasks you authorize, helping ensure business processes continue without interruption.

Delegation does not transfer ownership of your position or all responsibilities—only the specific Workday tasks included in the delegation. Delegation can occur for a single task, for select tasks, or for all tasks. You'll find a job aid about delegating and acting on delegations coming next month.



Thank you for your feedback and collaboration. 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