

September 2026 Newsletter



PROJECT UPDATE >>>>

The first cycle of Payroll Parallel is scheduled to begin during the first full week of October. During the first cycle, Workday will run actual time, absence, and pay data from 6/27 through 7/10. The team will then validate that pay, deductions, taxes, hours, and more match between Workday's payroll output and our legacy system's output for that pay period. During that cycle, the team will also be able to test holiday time and holiday pay using the July 4 holiday.

Once the team has validated cycle one data, they'll run cycle two using the same process to compare Workday and AuditorNet's 7/11 through 7/24 pay periods. The second cycle will include testing compensation changes (like step raises) and changes to benefits, payroll, hires, or terminations. The team will be able to test these scenarios in addition to validating standard pay, deduction, and tax outputs like they did in cycle one.

Payroll Parallel marks an incredibly important milestone in the project's progress. Not only is it an essential step for ensuring accurate pay for each employee but it is also our final test build before the team builds out our live production environment.

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



NEW TIME ENTRY VIDEO

In your feedback surveys, you requested another look at time entry beyond autofill. You'll find a [new video including manual time entry here](#).

If the video appears blurry in your player, please click the **settings** button at the bottom of your YouTube player and increase the playback resolution on the **quality** dropdown to get a clearer picture.

Please don't hesitate to reach out to stockwells@kerncounty.com if you have any questions, feedback, or suggestions for future resources. Your feedback helps drive what communication we develop next!

THE MORE YOU KNOW



TASK DELEGATION: NEW JOB AID

Last month, we defined delegation in our Keyword Corner. This month, we're diving deeper with a brand new [delegation job aid](#).

Delegation allows you to assign one or more of your tasks to another employee. That employee can then complete the task(s) on your behalf. In our new delegation job aid, you'll discover how to delegate an individual task, how to delegate your tasks in bulk for a period of time (such as when you are on vacation), and how to act on tasks delegated to you by another employee.

You can find the new [delegation job aid](#) as well as past featured videos, job aids, and other resources on the [Kern360 project site resource page](#)!

PRIZE ALERT!

Change Champions are a critical part of our transition to Kern360. Each department in the County has at least one Change Champion, a respected staff member selected to act as an expert and ambassador for your department. Connecting with your Change Champions will become increasingly important when we get closer to all user training and go live.

This month, we're asking you to identify your Change Champion (Hint: Try the [Kern360 project portal](#)). Fill out [this form](#) with your information and your Change Champion's name, and you'll be entered into an opportunity drawing for special prizes. The grand prize winner will receive a \$25 Amazon gift card, and two additional winners will get exclusive Kern360 swag.

AUGUST PRIZE WINNERS

Congratulations to our prize winners—Monica Dorado, Alex Hennen, and Jennifer Suniga! Thank you for joining the challenge!

FUTURE FOCUSED

UNDERSTANDING CHANGE FATIGUE



Change is a normal part of work and life, but even positive changes take effort and energy. As we prepare for the major changes Kern360 will bring, it is worth talking about change fatigue.

When a major change (like adapting your workflow to a new platform) happens alongside other work priorities, tight deadlines, or changes in your personal life, you may feel physical, mental, or emotional tiredness called change fatigue. Experiencing change fatigue doesn't mean you dislike change or do not support the goals behind it. Adapting takes energy, especially when you already have a lot on your plate. You can understand why a change is necessary and believe it will ultimately be helpful while also feeling tired or overwhelmed.

As you prepare for the big changes Kern360 will bring, remember that you are not expected to know everything immediately. Focus on the tasks you need to accomplish most often, give yourself time to practice, and ask questions when something is unclear. Small steps can make an unfamiliar system feel more manageable.

It can also help to recognize everything competing for your attention. When possible, identify your most important priorities, break larger tasks into smaller ones, and give yourself permission to focus on what needs to happen now rather than everything that might happen later.

Most importantly, be patient with yourself and your colleagues. Change takes time, and different people adjust at different speeds. Feeling tired or frustrated does not mean you are unwilling to change—it may simply mean you have been carrying a lot already.

The goal is to reflect honestly on where you are and what you're experiencing and to ask for help and support as you need it. We are making progress together.

KEYWORD CORNER

Task Filters: Your task inbox contains all items awaiting your action as well as an archive, where you can find tasks you've already completed.

Task filters allow you to focus on only certain tasks in your inbox.

By default, your inbox has **Overdue** and **Favorites** filters.

Overdue displays only tasks with a past due date and allows you to focus on getting your tasks up-to-date. You can click the tiny star icon on the side of a task to add it to your **Favorites** filter.

All items you've starred will appear in your **Favorites**. You can also create custom filters to help you focus on tasks in a particular category. Just click **Manage Filters** to create your own. Once created, your new filter will appear in your filter list along with your **Overdue** and **Favorites** filters.



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