



# State of Pay

Human Resources Division



# Data

Category	August 30	September 15	% Change (Aug 30 - Sep 15)	September 30	% Change (Sep 15 - Sep 30)
Total Employees Paid	14,559	14,894	+2.30%	14,724	-1.14%
Employees with "0" Pay	58	112	+93.10%	72	-35.71%
Direct Deposit	14,444	14,597	+1.06%	14,569	-0.19%
Paper Checks	115	185	+60.87%	155	-16.22%
Pay Corrections	661	606	-8.32%	N/A	N/A



# What is working?

- Incentives were provided early for eligible staff:
  - 11,113 – Retention Incentives
  - 991 – New Hire Incentive
  - 771 – Longevity Incentive
- The Employee Self-Service (ESS) portal provides employees the ability to review the accuracy of their personal data, including pay grades and steps, and how-to guides have been published.
- Increased payroll runs to mitigate paycheck issues
- Increased efficiency of data audits that have uncovered gaps in processing
- Employee training to mitigate pay issues
- Compensation and Finance/Payroll teams collaborate to resolve all pay issues in a timely manner



# Ongoing Challenges

- ERP platform and modules do not speak to each other
- Manual processes:
  - Supplements for over 800 employees
  - Updates and changes to employee profiles
  - Maintenance
- Discrepancies were identified following the completion of the FY2025 salary roll for each employee group impacting approximately 300 employees.
- Approximately 51 employees received duplicate paychecks, representing approximately \$155,888.85.



# Payroll Processing

Finance Division



# What is working with Payroll Processing?

Timeliness of direct deposits / checks.

Finance has processed what is set up in the system timely and accurately. Direct deposits and checks have been processed for the primary semi-monthly payrolls on or before pay day for all of FY25.

Payroll withholding remittances (state health, TRS/ERS/PSER, flexible benefits, garnishments, 403b etc...)

Except for one 403b vendor (Fidelity), all payroll withholding remittances have been processed timely for all of FY25.

Payroll withholding reporting and integrations

Except for one 403b vendor (Fidelity), all subsequent data files, demographic reports, and payroll detail files have processed timely for all of FY25.



# Challenges with Payroll Processing?

- Capturing hourly work, extra activity, and stipends.
- During the transition pay and time for summer work was outside of the Time & Attendance portal.
- Now that we have transitioned completely, new processes have been established to collect additional time within the system.
- Rely on payroll submissions from 150+ locations
- Rely on Time & Attendance to be properly set up for employees with extra activity.
- Leave balances.
- Vacation & sick leave are correct and up to date, struggling with personal / bereavement
- Excessive payroll processing.
- Two payrolls set up each day to account to address incorrect or missing pay.
- Processing time for each payroll warrant is excessive. Not set up to streamline a single payment at a time.