Workday Payroll for the public sector.

Payroll is one of the most manually intensive processes for any organization. That's why we designed Workday Payroll to be efficient and intelligent, with continuous payroll calculations, smart payroll audits, retro payroll processing, and multiple pay group functionality. Workday Payroll offers the control, flexibility, and insight you need to support the unique aspects of your organization. Workday Payroll enables organizations to pay their workers accurately, on time, and compliantly. Workday Payroll goes beyond transacting—it helps transform orgnaizations by improving worker engagement, maximizing productivity, and increasing agility.

A single solution from hire to retire.

Designed as part of a single solution alongside Workday Financial Management and Workday Human Capital Management (HCM), Workday Payroll helps you maximize your overall investment in Workday.

- **Unified solution:** Organizations can maximize the value of connected, real-time employment data by having a single solution that not only helps to reduce payroll errors and improve accuracy, but that also simplifies and enhances the worker's experience.

- **Intelligent self-service:** Support employees with a single self-service experience that enables them to manage their HR and payroll data and view all HR, time, and payroll information in one place.

- **Compliance:** Adhere to local legislations within the U.S. and be able to address any regulatory compliance changes quickly.

Flexibility to address unique requirements.

Traditional payroll applications provide hard-coded, out-of-the-box packages that are often unable to accommodate the specific needs of today's modern public sector organizations. The flexible and intuitive Workday Payroll configuration supports your advanced requirements.

- **Robust calculation engine:** The powerful payroll calculation engine in Workday includes flexible payment calendars, contract pay, and multiple pay groups. The continuous calculation in Workday Payroll streamlines payroll processing by automatically recalculating payroll results in real time as pay-impacting events occur, saving valuable time. Payroll processing time is drastically reduced from hours to minutes.

Key Benefits

- Reduce costs with a single cloud-based system
- Manage the nuances of public sector payroll for all government workers
- Handle complex requirements with an agile calculation engine
- Run multiple pay groups together and define processing criteria for pay runs
- Support compliance and improve payroll accuracy with comprehensive audits before the final payroll run
- Increase productivity and employee satisfaction with self-service access to pay slips, forms W-2 and W-4, and payment elections

Key Features

- Continuous payroll processing
- Machine-learning-infused payroll insights and audit
- Real-time visibility into the general ledger
- Highly flexible anytime audits
- Built-in reporting and analytics
- Mobile-first employee experience
- Automatic tax updates
- System-to-system integration with Office of Child Support Services for e-IWO

Results

- 25% faster payroll processing time
- 60% reduction in payroll cycle time
- Biweekly payroll processing time reduced from 3 days to 1 day

- **Highly configurable:** Configure accumulations, balance periods, and balances according to your current calculation and reporting needs. Group your employees into logical pay groups. Aggregate earnings and deductions for multiple jobs across budget, fiscal year, and calendar year balance periods.

- **Role-based and segment-based security:** Access pay results with configurable, role-based permissions. Configurable security improves collaboration, giving those outside the payroll department the ability to provide input and view results before payroll completion.

- **Smart calculations:** Flexibility to schedule smart calculation and retro processing to run automatically on the events you select, so you can focus on the changes needed to support your organization.

- **AI and machine learning (ML):** Use AI and ML to eliminate manual interpretation of pay rules around rates, hours worked, and overtime.

Control to manage payroll.

Workday Payroll provides you with control over your payroll processes, data, and costs. Eliminate the pain points found in traditional systems with intuitive payroll setup and management tools.

- **Control over process:** Control gross-to-net calculation for different types of payroll runs. Define criteria for specific earnings and deductions.

- **Control over data:** Quickly access pay results for any employee or period. Run common predefined reports, such as pay-balance summary and pay-calculation results.

- **Control over cost:** No more cost-prohibitive charges for reports, pay components, or calculations from service bureaus. Avoid costly, time-consuming mandatory upgrades from ERP providers.

Actionable insight with payroll analytics.

Workday Payroll includes built-in analytics, enabling you to run reports and audits on all payroll data. Retrieve and act on payroll data immediately to make adjustments.

- **Automated audits:** Users can define audit criteria and create audit reports at the summary, pay group, or employee level. Set up comprehensive audits embedded into payroll results and drill into audit alerts to investigate details.

- **Visibility into labor costs:** Allocate labor costs across different accounting dimensions, including grant, fund, program, project, or customer defined.

- **Real-time accounting:** With access to real-time reporting and analytics, finance can preview payroll impact on the general ledger even before payroll is complete.

Workday Cloud Connect for Third-Party Payroll.

Workday Cloud Connect for Third-Party Payroll provides packaged integration to partners who offer services aligned with Workday Payroll. Workday-certified partners build, offer, and maintain bidirectional integration so you can provide all the supplementary services you need to track time and attendance, print payroll checks, and complete tax filings. Partners and integrations are added regularly.

To learn more about how Workday addresses the needs of public sector organizations, please visit: workday.com/gov