5 REASONS

Your HRIS Can't Support Your Public Sector Agency

Many standard HRIS (Human Resources Information Systems) cannot support the particular needs of the public sector. From public safety's need to set different schedules and shifts, to parks and rec departments with multiple position assignments, many solutions neglect to account for the complex requirements of government agencies.

Software developed for the public sector not only mitigates the risk of non-compliance, but increases efficiency by automating processes for common scenarios that are unique to these agencies. To help evaluate whether an HRIS satisfies the nuanced requirements of your agency, here are 5 features to look for:

1

MULTIPLE POSITIONS

One unique public sector characteristic is an employee holding multiple positions. Whether it is two roles at a single agency or job functions with a separate fund allocation, HR needs a solution that toggles between an employee's multiple positions and calculates the crossover to pay them accurately.

2

RETRO PAY

From issuing an adjustment because of a simple miscalculation to processing retroactive raises, agencies need an HRIS with a payroll system that accommodates a myriad of complexities. All while making sure overtime adjustments are accounted for properly.

3

EFFECTIVE DATING

With an HRIS solution that's built to handle effective dating, HR can schedule a promotion in payroll before the new salary goes into effect and set a date for it to go live, eliminating the risk of forgetting to process the raise. In addition, handling mid-pay period rate changes should be easy and intuitive.

4

FLSA

Complying with the Fair Labor Standards Act (FLSA) is especially critical in the public sector. Aside from addressing rules relating to minimum wage, overtime, and recordkeeping, public sector agencies need an HRIS that can handle the additional requirements for government agencies, including protective services overtime calculations, volunteer services, and compensatory time off in lieu of overtime pay.

5

DIFFERENT BUDGETS

For government agencies that fund projects from multiple sources, an HRIS that's able to calculate, deduct, and shift costs around is a necessity for carefully meting out funds. Given tight government budget constraints, agencies require a sophisticated system that can record where expenses are being funded from, how paychecks are split, and pay employees out through separate funds or grants.