



## MANAGE YOUR WORKFORCE IN LOCAL GOVERNMENT

Kronos for Local Government solutions help control costs, minimize compliance risk, and maintain accuracy, accountability, and transparency — all critical to meeting your objectives for saving budget dollars and protecting services.

"For us, a main differentiator with Kronos is their rules-based engine that allows both simple and very complex pay and work rules to be configured in the application without customization."

**Annick Nguyen,**  
Systems Manager  
Santa Clara County, CA

"Employees take more pride in their time and attendance now and can manage their accruals more efficiently because they can see them, which they couldn't prior to Kronos. They are empowered to be more engaged in their jobs."

**Cindy Brown,**  
County Treasurer  
Denton County, TX

"Kronos automatically puts people where they need to be, and it's a lot less work to work on the schedule. Now I spend only half an hour a day tweaking the schedule."

**Sgt. Rodolfo Padilla,**  
Operations Sergeant  
Las Vegas Department of Public Safety, NV

"We've made good progress in the last 5-6 years in part due to good labor data to make better decisions, which leads to cost savings and enhanced services for our residents."

**TJ Plante,**  
Chief Administrative and Financial Officer  
City of Springfield, MA

Put Kronos for Local Government solutions to work for you:  
**+1 800 225 1561 | [kronos.com/government](https://www.kronos.com/government)**

Kronos is a leading provider of workforce management and human capital management cloud solutions. Tens of thousands of organizations in more than 100 countries — including half of the Fortune 1000® and over 2,500 government agencies — use Kronos every day. Learn more about Kronos industry-specific time and attendance, scheduling, absence management, HR and payroll, hiring, and labor analytics applications at [kronos.com](https://www.kronos.com). **Kronos: Workforce Innovation That Works™.**



[kronos.com](https://www.kronos.com)

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# Kronos for Local Government

### PARKS & RECREATION, DEPARTMENT HEAD



How do I ensure my seasonal employees are being paid accurately and not going over their scheduled hours?

CRITICAL BUSINESS ISSUE:  
Minimize Compliance Risk

### PUBLIC HOUSING DIRECTOR



Where can I go to see time-off requests and leave balances for my inspectors and maintenance staff in real time?

CRITICAL BUSINESS ISSUE:  
Improve Visibility into Leave Liability

### COURT ADMINISTRATOR



How can I use data to schedule court officers based on need, qualifications, and availability?

CRITICAL BUSINESS ISSUE:  
Make Data-Driven Decisions

### MAYOR



How can I analyze and report on labor data trends to drive efficiency and transparency?

CRITICAL BUSINESS ISSUE:  
Make Data-Driven Decisions

### POLICE LIEUTENANT



How do I make sure overtime is fairly scheduled based on FLSA and union rules?

CRITICAL BUSINESS ISSUE:  
Apply Accurate Scheduling

### FIRE CHIEF



Will I be able to adequately plan for emergency situations if scheduled firefighters call out?

CRITICAL BUSINESS ISSUE:  
Apply Accurate Scheduling

### HR ADMINISTRATOR



How do I track leave requests to ensure FMLA compliance?

CRITICAL BUSINESS ISSUE:  
Minimize Compliance Risk

### HIGHWAY DEPARTMENT SUPERVISOR



Can I view which projects my employees are working on to ensure proper alignment with funding sources?

CRITICAL BUSINESS ISSUE:  
Make Data-Driven Decisions

### FINANCE OFFICER



How do I gain visibility into budget needed for accrued leave payouts?

CRITICAL BUSINESS ISSUE:  
Improve Visibility into Leave Liability

For many local governments, labor is the costliest and most controllable expense. Some of the more transactional aspects of managing the workforce are areas that could benefit from increased efficiency. Kronos® for Government solutions automate highly repetitive processes, including time and attendance, absence management, and scheduling.

#### ● Minimize Compliance Risk

Labor laws, such as the Fair Labor Standards Act, and collective bargaining agreements contain complicated provisions that can be difficult to understand. They are often left to managers to interpret, which can lead to unintended violations. With Kronos for Government, your pay rules are pre-configured and audit trails provide detail when the burden of proof is put on the employer.

#### ● Improve Visibility into Leave Liability

Managing absences and policies like the Family Medical Leave Act require a careful eye and plenty of oversight. Employees without access to their accrual balances are at risk of taking more time than they have accrued. Automation beyond the functionality of an ERP solution makes tracking absences manageable and cuts down on leave inflation.

#### ● Apply Accurate Scheduling: Right People, Right Place, Right Time

Manually generating schedules can be a daunting task. Factoring in time-off requests, certifications, and qualifications requires a skilled person and many hours. Kronos for Government takes the guesswork out of building schedules and frees managers from unnecessary administrative work.

#### ● Make Data-Driven Decisions

Having real-time, readable data at your fingertips could open up valuable new visibility into employee trends and patterns. By capturing in/out punches and each employee's leave, Kronos stores the data in an automated system that can be easily accessed from anywhere.