

Built-for-Government Human Resource Management

"With (CGI) Advantage HRM, we are easily managing key tasks like contract pay and avoiding the risk of mismanaged disbursements or payments. With CGI, we are saving time, cutting costs, and creating efficiencies by streamlining manual processes and paper-intensive workflows."

Karlin Rossi,
Application Services Manager,
Oakland Intermediate School
District, Michigan

MANAGE HUMAN CAPITAL, SUPPORT BUSINESS OBJECTIVES

The human resources department serves many different stakeholders in state and local government, each with their own needs. There are day-to-day tasks such as timekeeping, payroll, benefits and training for employees and recruits, data gathering, analysis and forecasting for management, as well as a growing need from executives for greater efficiency. Modern technology and ERP systems are helping them balance the day-to-day needs of the employee community with organizational strategic demands.

Yet the unique demands of government regulations and union mandates sometimes result in delayed payrolls, incorrect paycheck calculations, retroactive adjustments, and inflexible benefit plans. These contribute to the complexity of effective Human Resources Management operations. Governments need a solution that addresses critical functions with ease—accommodating organizations of all sizes and integrating with comprehensive government features.

CGI is committed to these needs with a powerful combination of modern technology and comprehensive, integrated, configurable business applications. With our built-for-government CGI Advantage™ Human Resource Management solution, our clients are transforming paper-intensive processes into online efficiencies. Architected upon open standards, n-tiered and service oriented architecture (SOA) our web-based technology is helping our clients keep pace with change.

Beyond basic human resources management

CGI Advantage Human Resource Management (HRM) software is built specifically for government, including the requirements that make it unique: unions, effective dating, sophisticated work and pay histories, and a simple retroactive pay process. It combines electronic timekeeping, proven recruiting, and talent management to help governments satisfy all of their stakeholders.

- Streamline administrative activities with online forms, workflow and approval, and direct access to—and control over—personal data, benefits, and payroll
- Reduce redundant data entry and enhance data quality with integrated functionality
- Access auditable results with sophisticated pay and work history inquiries
- Support workforce-related decisions with business intelligence
- Align individual performance measures with organizational performance indicators
- Reduce time between end-of-pay cycle and payday with timekeeping, sophisticated payroll calculations, and a proven payroll engine
- Attract, deploy, and retain talent with integrated planning, acquisition and scheduling, training, and career and performance management

Built for government

By drawing on best practices and government experience, CGI delivers a web-based human resource and payroll management solution that helps organizations focus on the strategic demands of increasing efficiency, improving management and reporting, and reducing total cost of ownership.

Software

- FLSA and complex pay processing
- Complex leave processing
- Multiple grade/step matrices
- Automated leave accruals
- Multiple appointments across multiple organizations
- Variety of pay cycles for organization with different pay policies
- Sophisticated pay and work history
- Effective dating for tracking actual events against pending events
- Public sector processing; pay cycles, deduction, leave
- Multi-dimensional workflow and rules; multiple, coordinated, simultaneous event routing
- Retroactive personnel and compensation changes
- Direct access to employee information
- Change flexibility with shared tables
- Mass change to effect policy changes
- Automatic check restore
- Calculation of complex payments
- Unlimited pay types
- Online course inquiries, registrations, evaluations
- Rule-based editing and processing
- Gross-to-net pay calculations
- Reference tables to control time, leave data, and payroll calculations
- Printed checks or EFT
- Supplementary pay cycles
- Positive, exception time models
- Two contract pay models
- Employee deductions link to their contributions
- COBRA processing
- Online testing and evaluation
- Multidimensional workflow, rules
- Rule-based processing simplifies steps to administer employee updates
- Automate the workflow for position and employee status changes and eliminate paper approval forms
- Performance Evaluation
- Deduction/Benefit Mass Change
- Retroactive Leave Processing
- Donated leave

Results

Increase efficiency

- Reduce redundant data entry
- Automate mass change
- Automate retroactive pay adjustments
- Online training approval
- Auto trigger for COBRA processing
- Reduce costs of employee data
- Benefits electronic review, approval
- Electronic approval of time reporting
- Manage future, current, and retroactive personnel and compensation changes
- Reduce time between end-of-pay cycle and payday
- Complex payments as FLSA across multiple appointments
- Deduction, benefit changes for groups
- Calculate leave accrual adjustments based on retroactive employee or collective bargaining agreement changes
- Automate tracking, administration of donated (or shared) leave programs

Improve reporting

- Present current/historical information in reverse chronological order
- Agreements with multiple labor unions
- Target, monitor employee development
- Access history of effective-dated transactions for auditable results
- Report W-4 history based on query
- Search and match candidates online

Reduce customization

- Built-for-government functionality
- Configuration, not customization
- Configurable user interface
- Rules-based workflow, approvals
- Ad hoc reporting at the user desktop
- Baseline client enhancements

COMPANY PROFILE

For 35 years, CGI has operated upon the principles of sharing in clients' challenges and delivering quality services to address them. CGI has 31,000 professionals operating in 125 offices worldwide.

We deliver built-for-government IT solutions that maximize revenue while minimizing costs. As a full-service systems integrator and managed services provider, CGI has the industry know-how, tools and technologies to address business challenges across the public sector spectrum.

CGI's leading ERP solution, CGI Advantage™, helps state and local governments improve their back office operations and better serve their citizens with a full suite of built-for-government tools including financial management, payroll, budgeting, human resources management, procurement and grants management.

CONTACT US

Learn more at
www.cgi.com/cgiadvantage
1-800-321-0267
cgiadvantage@cgi.com