State and local governments need comprehensive, flexible human resources management (HRM) systems to address critical operational functions, support multi-generational stakeholders with ever-rising expectations, and comply with changing regulations and union mandates.

Effective HRM solutions should support unique government functions and allow critical functions to be tracked and reported with ease. They should include government best practices such as effective dating, comprehensive labor distribution, time and leave with activity tracking, and mass change processing and retroactive adjustment processing for pay, deductions and leave.

Yet, many HRM solutions in use today are labor-intensive and lack required government functionality, resulting in delayed payrolls, incorrect paycheck calculations, retroactive adjustments and inflexible benefit plans.

**CGI solves the challenge**

Drawing on best practices developed from 40 years of government experience, CGI Advantage HRM is a web-based human resources, payroll and benefits administration solution built exclusively for government, minimizing customization to reduce total cost of ownership.

CGI Advantage HRM combines modern technology and configurable government business applications to streamline the HR processes from hire to retire. It eliminates redundant data entry, simplifies administrative processing, improves data accuracy and security, and empowers employees and managers.

All state and local governments using the solution better manage their workforce by aligning strategic human resources with organizational goals. Their HR departments are using it to meet efficiency and management reporting objectives and support online recruiting and timekeeping.

**Key features include:**

- A comprehensive set of configurable business functions automate day-to-day processes to meet regulatory and union mandates
- Business rule-driven capabilities support bargaining unit requirements, effective dating of key information, and sophisticated work and pay histories along with comprehensive retroactive pay, deduction, and leave processes
- Self-service applications for employees and managers feature mobile access to support anytime, anywhere information
- Direct access for employees to manage benefits, leave, skills, education, learning and career development

Online access to employee data
- Forms that utilize powerful workflow and approvals
- Track service credits
Key business functions include:

- Position Control
- Recruiting and Staffing
- Human Resources
- Payroll
- Benefits Administration
- Labor Distribution
- Time and Leave
- Manager Self Service
- Employee Self Service

Trust in the results
CGI has partnered with Cobb County, Georgia for almost two decades, providing HRM and financial management solutions. Part of metropolitan Atlanta, just north of downtown, Cobb County serves more than 740,000 citizens with approximately 5,000 employees.

“As our needs have grown, CGI has helped partner with us to meet those needs.”

Tara Crisp, Technology Services Manager, Cobb County, GA

Contact us today to learn more about how CGI and CGI Advantage HRM can relieve the challenges of HR and payroll so you can get back to the business of government.

ABOUT CGI
Founded in 1976, CGI is one of the largest IT and business process services providers in the world, delivering high-quality business consulting, systems integration and managed services. With a deep commitment to providing innovative services and solutions, CGI has an industry-leading track record of delivering 95% of projects on time and within budget, aligning our teams with clients’ business strategies to achieve top-to-bottom line results.

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, grants management and self-service portals.

Whether your goals are to increase efficiency, transparency and accountability or to improve usability and citizen service, CGI has the solution to deliver results.

CONTACT US
For more information, visit www.cgi.com/cgiadvantage or email us at cgiadvantage@cgi.com.