KHRIS KHRONICLE

KEEPING KENTUCKY EMPLOYEES CONNECTED

The Personnel Cabinet publishes this newsletter monthly to provide information regarding the implementation of the Kentucky Human Resource Information System (KHRIS).

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State to Shut Down Personnel Computer Systems in 2009.

New Kentucky Human Resource Information System (KHRIS) Will Combine and Update All State Human Resource Information.

Secretary Nikki Jackson

Frankfort — Personnel Cabinet Secretary Nikki Jackson announced today that as many as eight human resource systems will be shut down by the end of the year. The Cabinet will replace these systems with a state-of-the-art and more versatile human resource system called KHRIS, the Kentucky Human Resource Information System. KHRIS integrates payroll, benefits and other aspects of personnel management into one system.

"The older programs we're ending didn't offer the state and state employees the features they needed to get the job done, they weren't efficient, and they were no longer effective," said Secretary Jackson.

KHRIS will offer state employees more control over important aspects of their jobs including:

-Instant "real time" access to their individual personnel records.
-The ability to maintain their own time sheets, fill out and submit leave requests, and make home address information changes in the same online system.
-The ability to view their pay statements, check leave balances and, along with other benefit participants, enroll in state health insurance directly from their home or work computers.
-Supervisors will be able to approve time sheets and leave requests directly online without having to sign a paper copy.

The Personnel Cabinet has worked with employees representing all state agencies in the design and development of the new system over the past 2 1/2 years. The implementation of KHRIS is expected to bring the Commonwealth up to today's standards in HR practices and will surpass the systems being run by the majority of the other states.

"We're going to give state employees a program that will meet their specific needs and we're going to provide employees the training they will need to use it" said Jackson. *"In the end, the time and effort we have spent on this program will be well worth it"* she continued.

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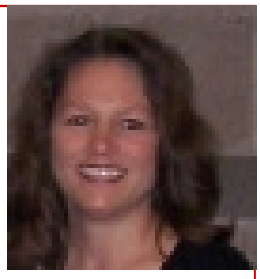
"QUOTES"



Kelly Black

I think one of the most exciting features of KHRIS is going to be Employee Self Service. With ESS, employees will have easy access to their information, they will be able to view leave balances, paycheck stubs and even update their home address all on line.
- Kelly Black, Cabinet for Health and Family Services

Nuts and Bolts

Your Security

Now more than ever, protecting an individual's private information is important for any organization trusted with sensitive information. In developing KHRIS, the Personnel Cabinet is working closely with IBM and other system experts to take every step possible to protect your privacy and personal information. The foundation of KHRIS is the SAP software. SAP is recognized as a leader in demonstrating the highest level of integrity in its corporate governance and practices. SAP is used around the world by both private and public organizations. The states of Florida, North Carolina, Clark County, Nevada and the University of Kentucky are a few public organizations currently using SAP software.

In preparing KHRIS, our professional team of programmers closely followed privacy policies, established by the Commonwealth Office of Technology (COT), which stipulate exactly what can and can not be done with the personal information you have provided us. The state also utilizes a computer system, which employs software programs to monitor network traffic of unauthorized attempts to upload, change or destroy information. *These attempts to cause damage or unauthorized access to confidential data could be subject to legal action according to KRS 369.118.*

The KHRIS project team compromises a group of state employees that understand the importance of protecting personal information. (Their personal information will be in KHRIS, too.) The Personnel Cabinet feels confident the privacy protections put in place by KHRIS will properly protect our personal information and yours. With KHRIS, only those who have proper authorization will see your personal information---just like today.

You can play an important role in our efforts to protect the privacy of your personal information. Never share your access password with others and do not leave your password lying around where someone else may pick it up and use it.

The team is developing KHRIS with your specific needs in mind. This is a system you can have confidence in to securely make your work life easier.

Spotlight

Larry Gillis

For the past three years, employees from the Personnel Cabinet and representatives from across state government have been working behind the scenes to make KHRIS a reality. One such individual is Larry Gillis.

Larry represented the Cabinet for Health and Family Services from June 2005 to May 2007, serving as the Agency Implementation Lead (AIL) for CHFS. In this role, he represented CHFS in all KHRIS functions, attended meetings, organized and collected business processes, etc. Specifically he attended all of the requirement sessions that the Commonwealth conducted prior to releasing the Request for Proposal (RFP) for bid. He was one of two agency members selected to assist the Personnel Cabinet in the vendor demonstration and selection process. In addition, he was selected to be one of two at-large members to the KHRIS Executive Steering Committee in 2006.

In June of 2007 the Personnel Cabinet was fortunate to have Larry come aboard as the Assistant Director for the Division of Employee Management and apply all of his KHRIS project knowledge and experience to his role as the Business Process Lead over the functional areas for the KHRIS project. Larry oversees the design, configuration and implementation in areas such as payroll, personnel administration, organizational management, benefits, time management, training and events management and employee and manager self service. With over 16 years of experience in state government and the HR area, Larry is one of the many reasons that KHRIS will be a successful system and benefit state employees for years to come. Good job Larry!

"QUOTES"

Randy Donahue

I'm really looking forward to The implementation of KHRIS. It's great to see the new tools and information we'll be able to make available to employees, managers and HR professionals in state government. It will be a learning challenge for all of us, but I believe that in the long term it will be a huge improvement.

-Randy Donahue, Transportation Cabinet

"QUOTES"

Honor Barker

Throughout my 22 years with Kentucky State Government, the world of HR has seen some dramatic changes in terms of policies, procedures, and trends yet has changed little in terms of its processes and systems management. KHRIS will for the first time permit an exchange of information between our personnel, payroll and employment application processes which from my perspective is an immense leap in the right direction - potentially paving the way for further advancements that will aid in our efforts to gain that crucial competitive edge in today's market. I'm very anxious to get her launched.

-Honor Barker, Veteran's Affairs

....a look back at 1978

-Jimmy Carter was President
-The first test-tube baby was born
-"Animal House", "Grease" and first "Halloween" movie hit the theaters.
-The castaways were rescued from "Gilligan's Island"
-CB radios were a popular form of communication... good buddy
-The University of Kentucky was the NCAA champion
-Affirmed won the Kentucky Derby
-The Walkman was introduced by Sony
-The cost of a U. S. stamp was 15 cents

Looking back on where we were 30 years ago puts in perspective how things have changed, especially technology. In fact, some of the processes being replaced by KHRIS date all the way back to the late 1970's and that's why we have begun this journey with a KHRIS logo influenced by the 70's. Watch as the logo transforms through the decades as we take the final steps this fall for the biggest change yet in our payroll, personnel, and benefits systems. KHRIS will be innovative and launch the Commonwealth into warp speed.

We'd like to introduce your…

The agency implementation leads (AIL's) have served an important role in the development of KHRIS by representing agency requirements and business functions. They have participated in regular meetings as part of the extended KHRIS project team and can provide information for you if you would like to know more about KHRIS from an agency perspective. We would like to thank the AIL's for all their hard work and participation!!!

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Tina Keene
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Tiffany Yeast
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Veterans' Affairs

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KHRIS AIL

For More Information

To learn more about KHRIS and its implementation, please visit the KHRIS link on the Personnel Cabinet website at http://personnel.ky.gov/programs/khris. If you have any comments or suggestions regarding the *KHRIS Connection*, please contact the KHRIS Communications Team at Personnel.KHRISproject@ky.gov.