City of Biggs RFP Financial Accounting Software Services, May 31, 2018 - Appendix C

LEVEL OF CONFIGURATION QUESTIONNAIRE

| | LEVEL OF CONFIGURATION | Level of Configuration or Programming Needed | | | | | | | | |
|----------------|--|--|--------------|------------|---------------|---------------|--|--|--|--|
| Subject Area | Description of General Business Function | | | | | Response | | | | |
| | | 5 Available | * Aminimus * | 3 Moderate | \$ Senificari | Can't Provide | | | | |
| General Ledger | Ability to enter transactions for a future period. | | ĺ | | ĺ | 1 | | | | |
| General Ledger | Ability to distribute payments across cost centers according to project distribution definition. | | | | | | | | | |
| General Ledger | Accommodate an account code structure of 3 segments, 10+ numbers. | | | | | | | | | |
| General Ledger | Provides option to operate both with and without monthly closes. | | | | | | | | | |
| General Ledger | Supports reopening of closed periods and entry of transactions to the closed periods. | | | | | | | | | |
| General Ledger | Ability to post financial transactions to multiple open accounting periods (current and future). | | | | | | | | | |
| General Ledger | Provides multiple methods for allocating overhead costs, (e.g., predefined percentage; calculated percentage based upon estimate, budget, actual cost or statistical measure.) | | | | | | | | | |
| General Ledger | Ability to report on budget variance by account by resource (Personnel, Materials & Supplies, etc.). | | | | | | | | | |
| General Ledger | Ability to have formal user-defined journal entry review before postings. | | | | | | | | | |
| General Ledger | Drill down integration to Payroll module for supporting detail of general ledger transaction(s) created. | | | | | | | | | |
| General Ledger | Drill down integration to Accounts Payable module for supporting detail of general ledger transaction(s) created. | | | | | | | | | |
| General Ledger | Drill down integration to Accounts Receivable module for supporting detail of general ledger transaction(s) created. | | | | | | | | | |
| General Ledger | Drill down integration to Cash Receipts module for supporting detail of general ledger transaction(s) created. (including all incoming cash) | | | | | | | | | |
| General Ledger | Ability to print General Ledger reports with drill down detail from other modules. | | | | | | | | | |
| General Ledger | Ability to differentiate between system generated batches and manually created correcting journals | | | | | | | | | |
| General Ledger | Ability to create manual journal entries | | | | | | | | | |
| General Ledger | Ability to copy reoccurring manual batches | | | | | | | | | |
| General Ledger | Ability to reverse a batch posted in error. | | | | | | | | | |
| General Ledger | Allocate monthly interest by fund | | | | | | | | | |
| General Ledger | Ability to create user defined custom reports. Budgeting/ Forecasting | | | | | | | | | |

| | | Level of Configuration or Programming Needed | | | | | | |
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| Subject Area | Description of General Business Function | | | | | Response | | |
| | | S. Available | * Minimus | 3,4000,000 | Significan | Cant Provide | v Notes | |
| Budgeting/ Forecasting | Ability to create budgets by department. | | | | | | | |
| Budgeting/ Forecasting | Ability to maintain multiple years (at least 3) of actual and budget | | | | | | | |
| | data for the purpose of developing cost/budget trends. | | | | | | | |
| Budgeting/ Forecasting | Ability to extract multiple years of actual and current budget to excel for analysis. | | | | | | | |
| Budgeting/ Forecasting | Ability to upload budget projections from Excel into budget module. | | | | | | | |
| Budgeting/ Forecasting | Ability to view & print current budget for use in preparing future budget. | | | | | | | |
| Budgeting/ Forecasting | Ability to view & print current and prior year actuals when preparing budget. | | | | | | | |
| Budgeting/ Forecasting | Provide rolling forecast for user defined time periods. | | | | | | | |
| Budgeting/ Forecasting | Ability to create trend reports (to include 5 years of history). | | | | | | | |
| Budgeting/ Forecasting | Ability to roll final budget numbers from budget module to General Ledger actual budget. | | | | | | | |
| Budgeting/ Forecasting | Ability to enter miscellaneous budget notes that will copy into General Ledger. | | | | | | | |
| Budgeting/ Forecasting | Provides drill down capability for operating and special projects to view actuals, budget and remaining budget (down to vendor, check, date cut). | | | | | | | |
| Budgeting/ Forecasting | Ability to run budget reports by fund | | | | | | | |
| Budgeting/ Forecasting | Ability to run budget reports by department | | | | | | | |
| Budgeting/ Forecasting | Ability to run budget reports with subtotals for an activity (i.e. materials and services, personnel,) | | | | | | | |
| Budgeting/ Forecasting | Ability to pull revenues only or expenses only | | | | | | | |
| Budgeting/ Forecasting | Ability to print misc. notes if desired | | | | | | | |
| Budgeting/ Forecasting | Ability to print a subset of accounts only (i.e. just Personnel numbers) | | | | | | | |
| | Accounts Payable | | | | | | | |
| Accounts Payable | Ability to validate vendor name input (through use of drop-downs or | | | | | | | |
| Accounts Payable | other edits). Ability to conduct review of expense by account number, date, | | | | | | | |
| , | project, or vendor and by specified combinations | | | | | | | |
| Accounts Payable | Ability to pull reports by vendor, vendor and account range/selection and/or date range, by project and/or grant number, check reconciliation status. | | | | | | | |
| Accounts Payable | Ability to search by invoice number for A/P records. | | | | | | | |
| Accounts Payable | Ability to search A/P records by check number. | | | | | | | |
| Accounts Payable | Provides search for vendor A/P record by dollar amount. | | | | | | | |
| Accounts Payable | Ability to consolidate AP transactions by Vendor. | | | | | | | |

| | | Level of Configuration or Programming Needed | | | | | | | |
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| Subject Area | Description of General Business Function | Response | | | | | | | |
| | | Age Notes Age Notes Age Notes Age Notes Age Notes | | | | | | | |
| Accounts Payable | Ability to designate certain vendor transactions to be paid separately | | | | | | | | |
| Accounts Payable | (vs. consolodated or batched together). Ability to associate subsidiary companies with parent company and search by parent company. | | | | | | | | |
| Accounts Payable | Accommodates account code corrections to previously issued (and reconciled) payments. | | | | | | | | |
| Accounts Payable | Provides audit trail when adjustments are made to payables. | | | | | | | | |
| Accounts Payable | Supports pre-set (match pre-numbered stock) or system-generated check numbers. | | | | | | | | |
| Accounts Payable | Ability to enforce review and approval of a purchase accounting distribution prior to payment. | | | | | | | | |
| Accounts Payable | Accommodates Automated Clearinghouse (ACH). | | | | | | | | |
| Accounts Payable | Supports A/P check printing for one or more selected payments (manual, short run). | | | | | | | | |
| Accounts Payable | Ability to group accounts paid by department. | | | | | | | | |
| Accounts Payable | Ability to present list of all invoices to be paid, for the user-defined | | | | | | | | |
| | date range in user-defined order (include invoice #, invoice date, | | | | | | | | |
| Accounts Payable | vendor #. vendor name. and invoice amount). Ability to identify possible duplicate invoice numbers for a given vendor. | | | | | | | | |
| Accounts Payable | Ability to identify potential duplicates when entering a new vendor. | | | | | | | | |
| Accounts Payable | Ability to identify potential duplicate payments through the use of a configurable prompt (e.g., must match on date and invoice number) or similar. | | | | | | | | |
| Accounts Payable | Separate fields for invoice date, date of service/acquisition and payment date. | | | | | | | | |
| Accounts Payable | Allows for reoccurring items to be copied to a new batch. | | | | | | | | |
| Accounts Payable | Ability to place a transaction on hold. | | | | | | | | |
| Accounts Payable | 1099 processing including ability to flag vendors as Yes or No for subject to 1099. | | | | | | | | |
| Accounts Payable | Ability to integrate with project/grant management modules for | | | | | | | | |
| Accounts Payable | automatic tracking of expenses. Automatically creates General Ledger batch with detail drill down from General Ledger | | | | | | | | |
| Accounts Payable | Ability to void a payment | | | | | | | | |
| Accounts Payable | Ability to reissue a payment | | | | | | | | |
| Accounts Payable | Drop down list of common account numbers for easy access while | | | | | | | | |
| Accounts Payable | entering Ability to search on vendor address field | | | | | | | | |

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| Subject Area | Description of General Business Function | Response | | | | | | | |
| | | Notes Notes Notes | | | | | | | |
| Accounts Payable | Warning when a transaction date of one year or more into the future is entered | | | | | | | | |
| Accounts Payable | Posting invoices: Date of service field and warning if not filled in | | | | | | | | |
| Accounts Payable | Ability to add comments or extended descriptions to transactions when posting. | | | | | | | | |
| Accounts Payable | Ability to restrict setting up New Vendor without authority | | | | | | | | |
| Accounts Payable | Ability to add additional comments after transactions are updated. | | | | | | | | |
| Accounts Payable | Hand cut checks auto post into an AP batch | | | | | | | | |
| · | Accounts Receivable | | | | | | | | |
| Accounts Receivable | Ability to search by Invoice Number and user defined reference number for miscellaneous A/R. | | | | | | | | |
| Accounts Receivable | Ability to report customer account aging by definable increments (30, 60, 90, or other custom duration). | | | | | | | | |
| Accounts Receivable | Ability to report customer account aging by definable increments (30, 60, 90 other) and general ledger receivable account | | | | | | | | |
| Accounts Receivable | Ability to make manual adjustments to billings | | | | | | | | |
| Accounts Receivable | Ability to enter detailed billing description with unlimited characters | | | | | | | | |
| Accounts Receivable | Ability to bill by varying cycles (monthly, quarterly, semi-annually, on demand) and set up auto billing. | | | | | | | | |
| Accounts Receivable | Ability to reprint invoices | | | | | | | | |
| Accounts Receivable | Ability to interface with, process and post payments from on-line payment services. | | | | | | | | |
| | Payroll | | | | | | | | |
| Payroll | Allow for multiple pay rates assigned to an employee | | | | | | | | |
| Payroll | Allow for multiple salary schedules | | | | | | | | |
| Payroll | Allow for pay rates to be associated to a schedule | | | | | | | | |
| Payroll | Allow for assignment differential(s) | | | | | | | | |
| Payroll | Provides for tracking of accrual and use of various leave types with different accrual rates based on contract and length of service | | | | | | | | |
| Payroll | Allows for taxable benefits | | | | | | | | |
| Payroll | Allows for benefits based on global amount or percentage as well as employee level override | | | | | | | | |
| Payroll | Hours type codes can be exempted from certain benefits for calculations (i.e. sick leave conversion not subject to PERS benefit) | | | | | | | | |

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| | | Notes Notes | | | | | | | | |
| Payroll | Allows for pre and post tax deductions | | | | | | | | | |
| Payroll | Ability to upgrade an employee's pay for x hours to a higher pay rate | | | | | | | | | |
| | (EG: out of class work hours). | | | | | | | | | |
| Payroll | Ability to accommodate employee time-keeping electronically | | | | | | | | | |
| | (electronic time sheets). | ļ | | | | | | | | |
| Payroll | Accommodates payment of overtime as compensated time rather | | | | | | | | | |
| Dayroll | than dollar pay for selected employees. | | | | | | | | | |
| Payroll | Accommodates direct deposit to one or more specified accounts. | | | | | | | | | |
| Payroll | Allows for reprint of employee paystub. | | | | | | | | | |
| Payroll | Ability to track allowances for phones, cars, etc., as pay. | | | | | | | | | |
| Payroll | Ability to associate time worked/pay to a given project and to a | | | | | | | | | |
| | designated department. | | | | | | | | | |
| Payroll | Ability to configure pay frequency on any basis: twice monthly, | | | | | | | | | |
| | monthly, on demand. | | | | | | | | | |
| Payroll | Ability to set various pay rates (codes) used to pay employees (e.g., | ł | | | | | | | | |
| B !! | time and a half, defined rate, etc.). | | | | | | | | | |
| Payroll | Ability to support payment for multiple of labor conditions: i.e., 2 | | | | | | | | | |
| Payroll | hours pay for "on call", etc. Ability to record payroll withholding for garnished wages and issue | | | | | | | | | |
| ayron | checks to appropriate entity. | | | | | | | | | |
| Payroll | Supports miscellaneous recurring deductions from payroll (non-tax or | | | | | | | | | |
| | post tax). | | | | | | | | | |
| Payroll | Supports the management of multiple retirement plans (pension, | | | | | | | | | |
| | 401K, company matching, etc.) including calculations and deductions. | | | | | | | | | |
| Doumall | Ability to designate certain payroll items, such as meal or travel | | | | | | | | | |
| Payroll | allowance, as non-taxable or taxable. | | | | | | | | | |
| Payroll | Ability to send W2 data to IRS electronically in proper format. | | | | | | | | | |
| Payroll | Ability to send W2 data to State of California electronically in proper | | | | | | | | | |
| | format. | ł | | | | | | | | |
| Payroll | Ability to select employee payment and enter accounting reallocation | | | | | | | | | |
| | information that will automatically create a correcting journal entry | | | | | | | | | |
| | batch | | | | | | | | | |
| Payroll | Allows for multiple (hundreds) hours type codes (i.e. multiple | | | | | | | | | |
| | overtime codes to track types of overtime) | | | | | | | | | |
| Payroll | Facilitates FLSA tracking in accordance with California State & Federal | | | | | | | | | |
| | law. | | - | | - | | | | | |
| Payroll | Ability to reissue a lost payment | | - | | - | | | | | |
| Payroll | Ability to pay by check or ACH | | | | | | | | | |

| | | Level of Configuration or Programming Needed | | | | | | | | |
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| Subject Area | Description of General Business Function | Response | | | | | | | | |
| | | S. Availabl | * Minimus | A Moderate | Significant | Nesponse | P Notes | | | |
| Payroll | Ability to reprint registers for benefits, deductions and accruals as of a specific date. | | | | | | | | | |
| Payroll | Ability to run check listing for reconciled, voided, outstanding and issued for selected date range | | | | | | | | | |
| Payroll | Payroll budgeting module that provides what if projections that can be rolled into the general ledger budgeting module | | | | | | | | | |
| | Utility Billing | | | | | | | | | |
| Utility Billing | Capable of providing a complete utility billing solution for metered electric usage, metered and flat rate water service, sewer services and garbage services. In different service combinations and each utility service with service level variants and options. | | | | | | | | | |
| Utility Billing | Ability to import meter usage data from AMR (Automatic Meter Read) and AMI (Advanced Metering Infrastructure) systems | | | | | | | | | |
| Utility Billing | Ability to import AMI meter data from Hometown Connections meter data management system. | | | | | | | | | |
| Utility Billing | Ability to provide batch application of late fees and penalties to deliquent utility accounts. | | | | | | | | | |
| Utility Billing | Ability to apply complex late fee scheme. Example: The City currently applies a montly late fee of the greater of \$10 or 10% of the balance. | | | | | | | | | |
| Utility Billing | Ability to batch print late notices and summary reports | | | | | | | | | |
| Utility Billing | Ability to batch print shut off notices and summary reports | | | | | | | | | |
| Utility Billing | Ability to export monthly service invoices to vendor for billing. | | | | | | | | | |
| Utility Billing | Ability to provide electronic billing invoices, late and shut-off notices to customers via email and/or text messaging. | | | | | | | | | |
| Utility Billing | Ability to set up auto-debit payments to credit cards and checking accounts. | | | | | | | | | |
| Utility management | Ability to log customer account notes. | | | | | | | | | |
| Utility management | Ability to create and track customer field service requests/work orders related to utility services, and track status (EG: requested, completed) | | | | | | | | | |
| Utility management | Ability for field staff to access, annotate and close service requests/work orders via mobile device. | | | | | | | | | |
| | Fixed Asset/Management | | | | | | | | | |

| | | | Level of Configuration or Programming Needed | | | | | | | |
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| Fixed Asset/Management Frovides the following Fixed Asset Master information: Asset Number Original Cost Salvage Value Accumulated Depreciation Amount Useful Life Depreciable Life Insurance Appralsed and Replacement values Manufacturer Number Amanufacturer Number Fixed Asset/Management Allows automatic setup of a fixed asset item from Accounts Payable at time of invoice entry. Automatically inserts all purchasing and Accounts assable information. Fixed Asset/Management Association and information asset information. Fixed Asset/Management Fixed Asset/Management Shall track the disposal of assets Shall track the complete history of an asset, from "cradle to grave" Fixed Asset/Management Shall track the complete history of an asset, from "cradle to grave" Fixed Asset/Management Shall track the complete history of an asset, from "cradle to grave" Fixed Asset/Management Associating a new asset with an existing asset that the new item is replacing Fixed Asset/Management Associating a new asset with an existing asset that the new item is replacing Frovides audit trail for transaction history and transfers of items from departments or locations. | Subject Area | Description of General Business Function | Response | | | | | | | |
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| Asset Number Asset Description Fund/Department Assigned Vendor Number and Name Invoice Number and Date A/P Check Number and Date Location Code G/L Account Number Original Cost Salvage Value Accumulated Depreciation Amount Useful Life Depreciable Life Insurance Appraised and Replacement values Manufacturer Name, Model, Serial Number Fixed Asset/Management Fixed Asset/Management Allows automatic setup of a fixed asset item from Accounts Payable at time of Invoice entry. Automatically inserts all purchasing and Arcounts navable information. Fixed Asset/Management Fixed Asset/Management Fixed Asset/Management Fixed Asset/Management Fixed Asset/Management Shall track the disposal of assets Shall track the complete history of an asset, from "cradie to grave" Fixed Asset/Management Shall track the complete history of an asset, from "cradie to grave" Fixed Asset/Management Shall track the complete history of an asset, from "cradie to grave" Fixed Asset/Management Shall track a fixed asset back to the transactions by which it was accuired, capital-project charges, etc. Fixed Asset/Management Shall have a mode of planning for equipment replacement, including value at disposal and estimating replacement value at any time Fixed Asset/Management Fixed Asset/Management Associating a new asset with an existing asset that the new item is replacing. Fixed Asset/Management Provides audit trail for transaction history and transfers of items from departments or locations. | Fixed Asset/Management | Provides the following Fixed Asset Master information: | / *)* | / V· | / | 1 | | / | | |
| Asset Description Fund/Department Assigned Vendor Number and Name Invoice Number and Date A/P Check Number and Date Location Code G/L Account Number Original Cost Salvage Value Accumulated Depreciation Amount Useful Life Depreciable Life Insurance Appraised and Replacement values Manufacturer Name, Model, Serial Number Fixed Asset/Management Provides for straight line depreciation of assets. Fixed Asset/Management Allows automatic setup of a fixed asset liten from Accounts Payable at time of invoice entry. Automatically inserts all purchasing and Accounts payable information. Fixed Asset/Management Fixed Asset/Management Shall track the disposal of assets Fixed Asset/Management Shall track the disposal of assets Fixed Asset/Management Shall trace a fixed asset back to the transactions by which it was acouired, capital-project chaires, etc. Fixed Asset/Management Shall trace a fixed asset back to the transactions by which it was acouired, capital-project chaires, etc. Fixed Asset/Management Shall have a mode of planning for equipment replacement, including value at disposal and estimating replacement value at any time Fixed Asset/Management Associating a new asset with an existing asset that the new item is replacing Provides audit trail for transaction history and transfers of items from departments or locations. | | - | | | | | | | | |
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| Original Cost Salvage Value Accumulated Depreciation Amount Useful Life Depreciable Life Insurance Appraised and Replacement values Manufacturer Name, Model, Serial Number Fixed Asset/Management Fixed Asset/Management Allows automatic setup of a fixed asset item from Accounts Payable at time of Invoice entry. Automatically inserts all purchasing and Accounts payable information. Provides ability to maintain improvements to a fixed asset, including the ability to depreciate improvements separately. Fixed Asset/Management Fixed Asset/Management Shall track the disposal of assets Fixed Asset/Management Shall track a fixed asset back to the transactions by which it was acquired, capital-project charges, etc. Fixed Asset/Management Shall have a mode of planning for equipment replacement, including value at disposal and estimating replacement value at any time Fixed Asset/Management Associating a new asset with an existing asset that the new item is replacing Fixed Asset/Management Provides audit trail for transaction history and transfers of items from departments or locations. | | | | | | | | | | |
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| Fixed Asset/Management Provides audit trail for transaction history and transfers of items from departments or locations. | Fixed Asset/Management | | | | | | | | | |
| departments or locations. | | | | | | | | | | |
| departments or locations. | Fixed Asset/Management | · | | | | | | | | |
| Fixed Asset/Management Capture and store the value of the asset by year of installment. | 5: 1 A /8 5 | departments or locations. | | | | | | | | |
| | Fixed Asset/Management | Capture and store the value of the asset by year of installment. | | | | | | | | |

| | | | ogramming Needed | | | | | | |
|--|--|--------------|------------------|-------------|----------------|----------------|----------|--|--|
| Subject Area | Description of General Business Function | Response | | | | | | | |
| | | S. AVailable | 4 Minimus | 3,110061916 | <. Significant | O Cont Provide | P. Notes | | |
| Fixed Asset/Management | Provides the capability to extend the life of a fixed asset when adding improvements. | | | | | | | | |
| Fixed Asset/Management | Provides ability to classify and sub-classify assets. | | | | | | | | |
| Fixed Asset/Management | Search for assets using data field on the Asset Master. | | | | | | | | |
| Fixed Asset/Management | Provide ability to scan in pictures of asset items. | | | | | | | | |
| Fixed Asset/Management | Provides for the exporting of report information to other applications such as an Excel spreadsheet. | | | | | | | | |
| Fixed Asset/Management | Provides ability to maintain improvements to a fixed asset, including the ability to depreciate improvements separately. | | | | | | | | |
| Fixed Asset/Management | Provides ability to extend the estimated and/or depreciable life of the fixed asset when adding an improvement. | | | | | | | | |
| Fixed Asset/Management | Calculate depreciation through the disposal of the assets and interface depreciation accounting entries to General Ledger. | | | | | | | | |
| Fixed Asset/Management | Maintains remaining book value to facilitate calculation of gain/loss on disposal of assets. | | | | | | | | |
| Fixed Asset/Management | Provides for the following user defined Code files: Asset Location Asset Status Asset Condition Asset Type Asset Acquisition Method | | | | | | | | |
| Fixed Asset/Management | Provides the following reports and outputs: Reports by classification, department, and/or location Physical inventory forms Asset reports of acquisition by fund, department, and date Depreciation report Retired assets report Report of new and retired assets by fiscal accounting period Gain/Loss report on retired assets | | | | | | | | |
| Grant and/or project management Grant and/or project | Integrate with the subsidiary modules including Payroll, Accounts Payable, Cash Receipts & Budget module Miscellaneous notes for grant description, reimbursement notes, etc. | | | | | | | | |
| management Grant and/or project management | Project budgeting to show prior year actuals, current budget, and future budget to equal total of project budget. | | | | | | | | |

| | | Level of Configuration or Programming Needed | | | | | | |
|----------------------|--|--|-----------|-------------|--------------|----------|-------------|--|
| Subject Area | Description of General Business Function | | | | | Response | | |
| | | S. Available | * Minimus | 3/1000/1000 | < Sentifican | /.9 | Notes Notes | |
| Grant and/or project | Project Budget entries by Project number and account number will | | | | | | | |
| management | roll into the GL budget module. | | | | | | | |
| Grant and/or project | Project entries by Project number, Grant number & GL number on | | | | | | | |
| management | same entry. | | | | | | | |
| | Human Resources | | | | | | | |
| Human Resources | Ability To track property issued to a given employee (e.g., cell phone, | | | | | | | |
| | keys, laptop, etc.) | | | | | | | |
| Human Resources | Ability to account for employees who are dual-rated. | | | | | | | |
| Human Resources | Ability to accrue comp based on hours worked or days employed (part-time v full-time). | | | | | | | |
| Human Resources | Ability to accrue leaves based on hours worked or months employed | | | | | | | |
| indinan Resources | (part-time v full-time). | | | | | | | |
| Human Resources | Ability to calculate employee length of service according to full-time | | | | | | | |
| | versus part-time status. | | | | | | | |
| Human Resources | Ability to calculate length of service by prorating hours worked per | | | | | | | |
| Human Resources | month. Ability to capture and report history of benefit changes. | | | | | | | |
| Human Resources | Ability to capture pay rate changes by dates. | | | | | | | |
| Human Resources | Ability to define accrual caps by group. | | | | | | | |
| Human Resources | Ability to define and enforce a comp time cap. | | | | | | | |
| Human Resources | Ability to define rollover caps by position and longevity. | | | | | | | |
| Human Resources | Ability to group update benefit changes | | | | | | | |
| Human Resources | Ability to pull salary and benefit data by group to calculate group | | | | | | | |
| | changes (labor negotiations). | | | | | | | |
| Human Resources | Ability to schedule reminders for evaluations, increases, etc., per | | | | | | | |
| | employee. | | | | | | | |
| Human Resources | Ability to track comp time. | | | | | | | |
| Human Resources | Ability to track multiple deferred compensation plans. | | | | | | | |
| Human Resources | Ability to track multiple insurance plans with different plan rates. | | | | | | | |
| Human Resources | Ability to track security levels and clearances provided to an | | | | | | | |
| | employee. | | | | | | | |
| Human Resources | Allow sick to be donated to another employee. | | | | | | | |
| Human Resources | Assist in the administration and control of benefits by tracking | | | | | | | |
| | unemployment claims, benefit payments, and worker's comp | | | | | | | |
| Human Resources | Can capture and track individual employee certification and training, | | | | | | | |
| | including prompting for required training, and notification of | | | | | | | |
| | required renewal dates. | | | | | | | |
| | | | • | _ | • | - | • | |

| | | Level of Configuration or Programming Needed | | | | | | | |
|-----------------|--|--|------------|------------|----------------|---------------|---------|--|--|
| Subject Area | Description of General Business Function | Response | | | | | | | |
| | | SAVailable | 4 Minimurs | 3 Moderate | <. Significant | O Contenovios | v Notes | | |
| Human Resources | Can push and pull data between HR and Payroll with changes tracked | | | | | | | | |
| | by user. | | | | | | | | |
| Human Resources | Can track time taken under FMLA | | | | | | | | |
| | Security | | | | | | | | |
| Security | Ability to assign no access, full access, or read-only access to each menu item for each user. | | | | | | | | |