KRONOS TRAINING

CT SCHEDULING MANAGER

AGENDA

• Signing in • Understanding the Kronos Navigator Getting • Viewing your information Started • Search for an employee report Working with hyperfinds Finding your • Working with Genies team Transfers Editing punches Editing pay codes • Reviewing time off Adding comments Timecards Adding rows

Schedules

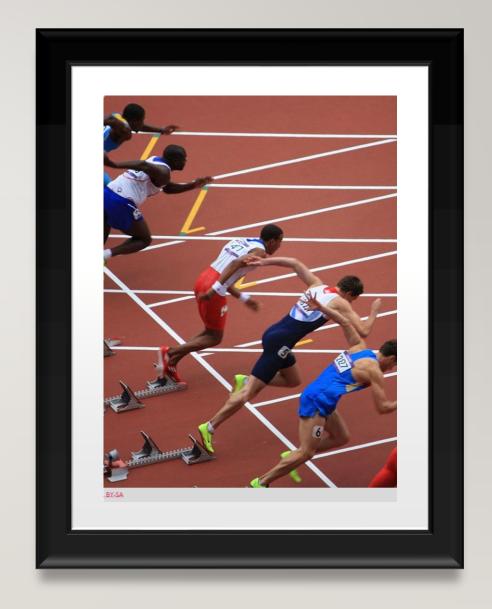
- Adding schedules Finding your team hyper find
- Adding a pattern Shift Transfer
- Editing a schedule

Advanced Scheduler

- Workload Planner
- VOT and MOT
- Finding Team location
- Assigning overtime shift
- Call List/Scheduling Ass.
- •Shift Transfer
- Manage schedule posting

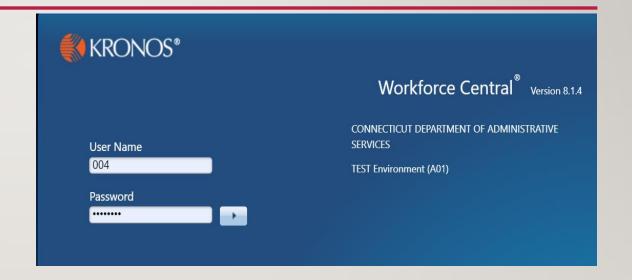
- Column sets
- Quick Actions
- Assigning/Unassigning shifts
- Changing views
- Priority Scheduling Engine
- Reporting

GETTING STARTED

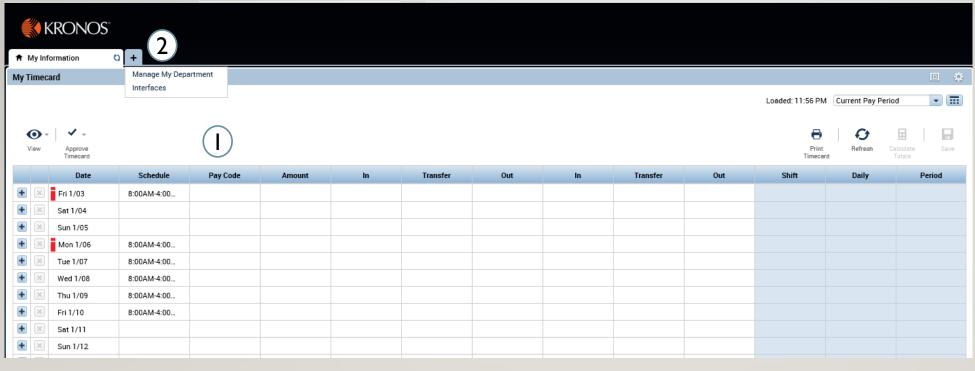


GETTING STARTED – SIGNING IN

- Now that you have successfully swiped let's log on to Kronos.
- Open a web browser and enter:
 - https://ctgov-tst.kronos.net/wfc/logon
- Enter your username and password

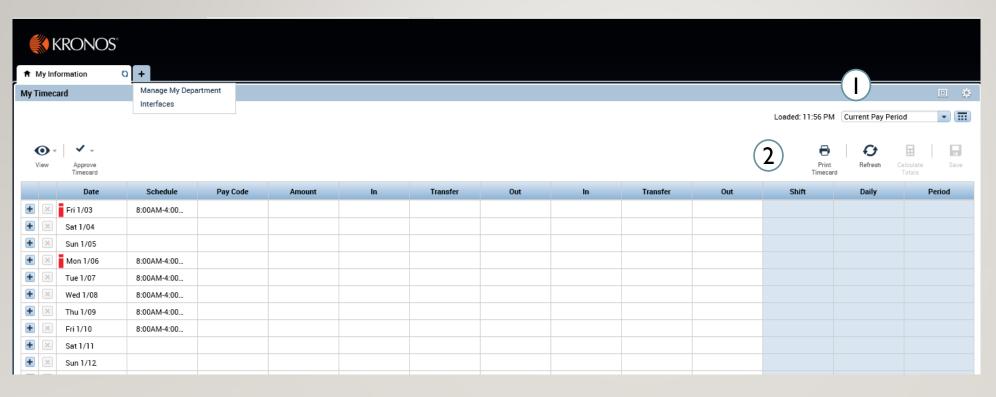


GETTING STARTED – UNDERSTANDING THE KRONOS NAVIGATOR



- I. Employee timecard:
 Can add your own
 punches, add specific
 pay codes, and also
 approve your timecard
- 2. Clicking the '+' sign will bring you a list of the different modules you can access, as a timekeeper you can manage your department and export time reports

GETTING STARTED – UNDERSTANDING THE KRONOS NAVIGATOR

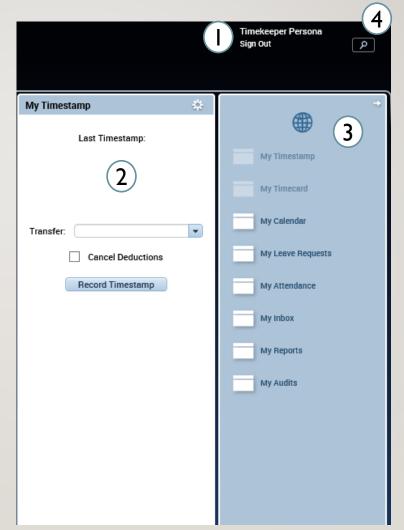


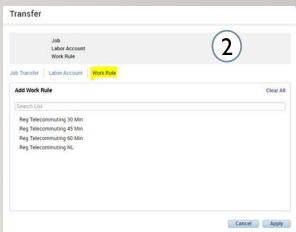
- I. Can use the drop down and the calendar icon to change the time period view
- 2. The buttons allow you to refresh, save, and print out your timecard information

GETTING STARTED – UNDERSTANDING THE

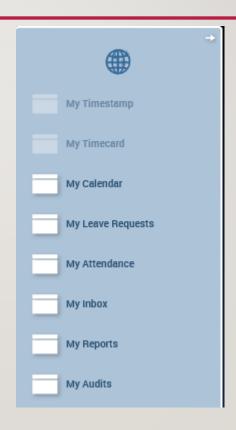
KRONOS NAVIGATOR

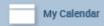
- I. User information and log off
- 2. Last timestamp and transfer allows you to execute a transfer and record a punch
- 3. Related Items menu: Through related items you can access all the different widgets that interface has to offer, as you cycle through my information, manage my department, etc the related items menu will update
- 4. Search: Can provide help with any look up you're having trouble with



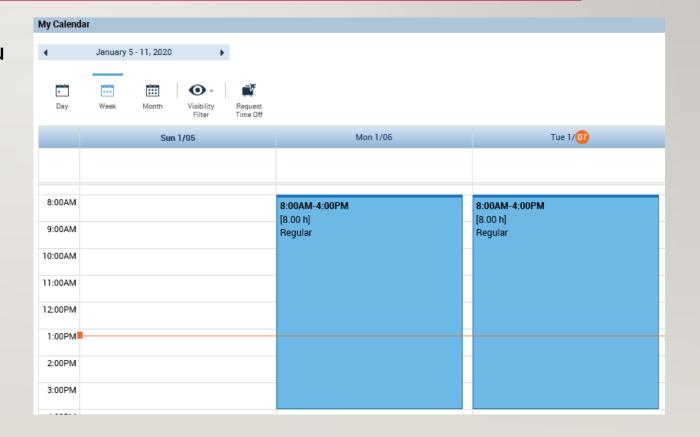


Through the related items menu on the right side of the screen you can access all your information





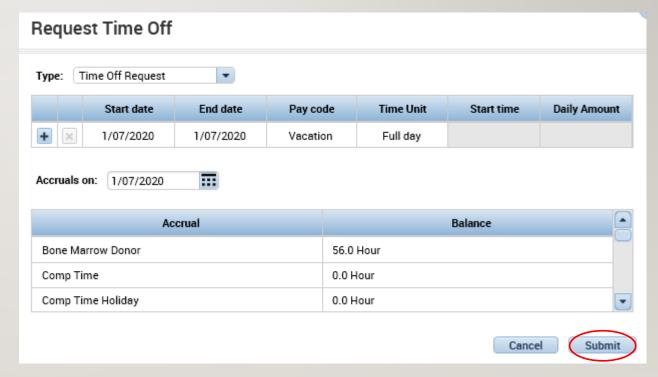
Through the My Calendar widget you can view your calendar and see your daily schedule as well as make requests for time off





Through the Request Time Off button in the My Calendar widget you can fill in start date, end date, pay code, and time unit.

You can also view your accrual bucket balances at the bottom of the screen in order to choose which pay code to use for your request, click Submit at the bottom when completed.





Through the My Attendance widget you can see the actions available you

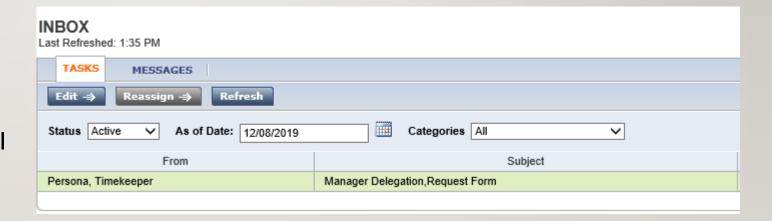
- I. The only available action for timekeeper is Manager Delegation
- 2. After having clicked manager delegation, you choose the delegate, the timeframe, and the role you would like to delegate and then Save & Close



| @ Creat | e Delegation - Internet Explo | _ | | \times |
|---------------|---|--------|-------------|----------|
| https: | //ctgov-tst. kronos.net /wfc/KDW | /EForr | nServlet?in | itForı 🔒 |
| Existing Dele | gations | | | |
| None | | | | ^ |
| New Delegati | Persona, Manager | | (2) | |
| * Start Date: | Persona, Manager2 □ | | | |
| * End Date: | ⊞ | | | |
| * Role: | CT Payroll Manager ✓ | | | |
| | Save & Close Cance | el | | |
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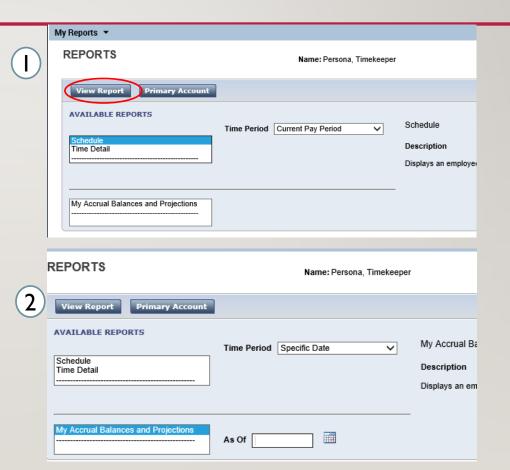


- Through the My Inbox widget you can see all your tasks and messages
- Tasks are things you need to do or have started but not completed, in this case a manager delegation form I began on the previous slide and did not complete
- Messages can be notifications from supervisors or updates about timecards/requests



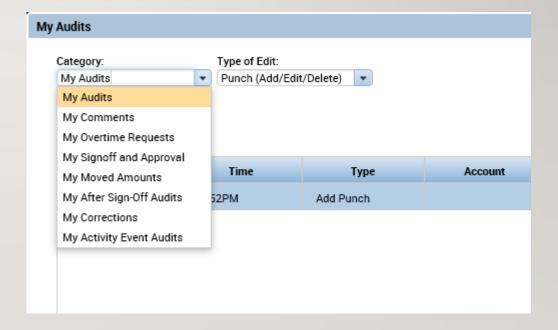


- I. In the My Reports widget
 Schedule and Time Detail can be
 viewed by selecting the report
 and the Time Period and click
 View Report
- To view My Accrual Balances and Projections select the report and fill in the As Of date then click View Report





Through the My Audits widget you can view different actions such as punching in as shown on the right, or all the categories listed on the drop down

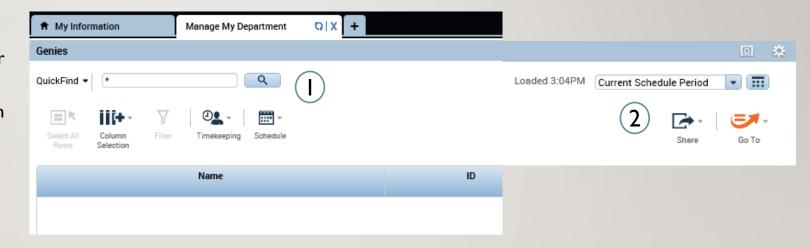


FINDING YOUR TEAM



FINDING YOUR TEAM — SEARCHING FOR AN EMPLOYEE

- I. Under the Manage My Department interface use the default QuickFind Genie and search for your employee. Type in the name of your employee or begin the search with '*' to search employees with their named ending in the following letters, end your search with '*' to find employees whose names start with the entered letters. Searching '*' will return every employee
- This area allows you to change the desired timeframe, or share the employee information by exporting it to excel or csv. Go To allows you to select an employee and transition to the different Management widgets that will covered



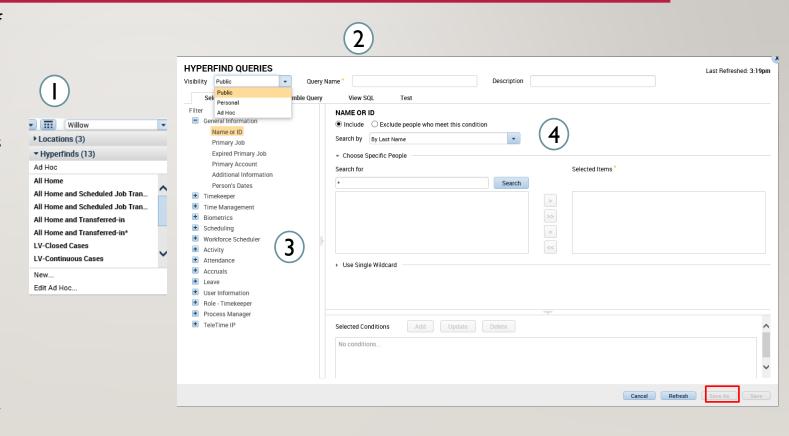
FINDING YOUR TEAM – WORKING WITH HYPERFINDS

 Under the certain widgets or genies you'll see the second drop down next to the timeframe selection. Using this drop down you can select standard hyperfinds that will help you simplify your search.



SCHEDULING -FINDING YOUR TEAM HYPERFIND

- Under the locations drop down will be a list of hyperfinds, select the New button to create a new Hyperfind.
- Select whether you want the Hyperfind to be public or private or ad hoc which is one that is available to everyone that can only be edited
- 3. Choose by what criteria you want to narrow down your employees whether it be timekeeper, attendance, etc and open their dropdown.
- 4. Choose whether you want your Hyperfind to include or exclude employess then fill in the dates and the specifics of what you want to search with, tap Save As to complete the hyper find creation.

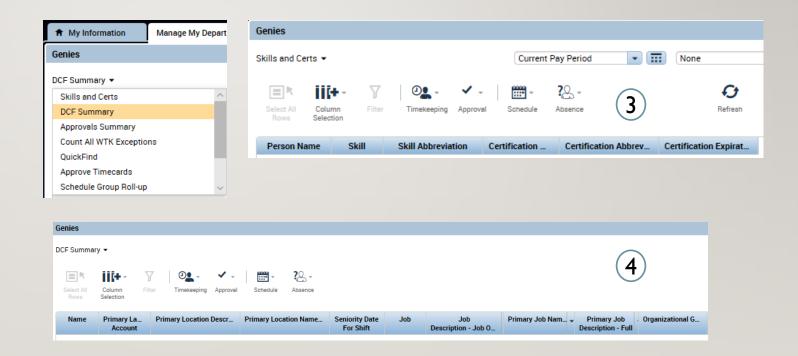


FINDING YOUR TEAM - EXERCISE I

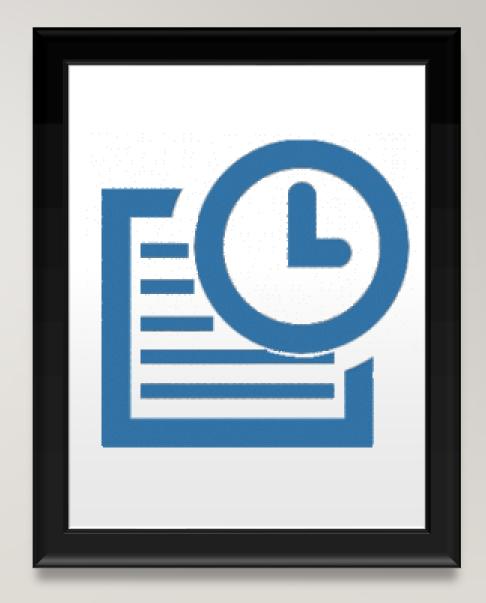
PLEASE REFER TO THE
SCHEDULING MANAGER
EXERCISE GUIDE IN
ORDER TO PRACTICE
THE PREVIOUS
CONCEPT

FINDING YOUR TEAM – WORKING WITH GENIES

- I. Under Genies you will see the drop down for all the available searches you can use
- The two most useful will be Skills and Certs and DCF Summary
- Skills and Certs will give you a summary of every skill and certification based on the selection of people you have chosen
- DCF Summary gives you a summary for each employee including their labor account, location, and seniority date for shift

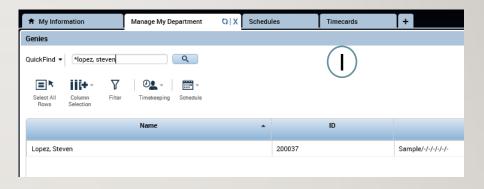


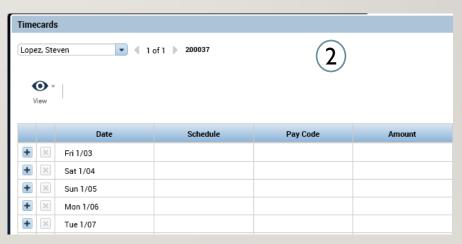
TIMECARDS



TIMECARDS – EDITING PUNCHES

- Using the QuickFind Genie under Manage My
 Department search for the employee you want
 to see, then double click their name to open
 their timecard
- 2. Once in the timecard you can adjust the view change the timeframe and begin editing





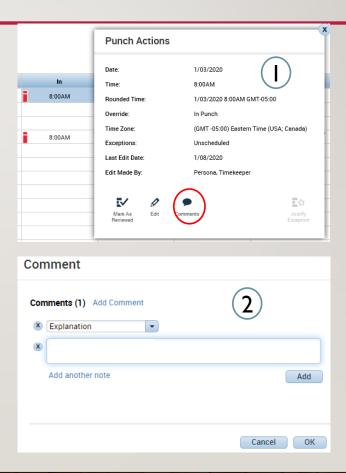
TIMECARDS – EDITING PUNCHES

- Once in the timecard, exceptions will be highlighted such as a missed in/out punch as shown on the right
- Select the desired cell and enter the corrected time, hover over any exception to get an explanation of what the exception is



TIMECARDS – ADDING COMMENTS

- I. By default entered time will follow the Pay Rule that has been assigned to you and you will not need to enter pay codes for regular time/OT/ or Holidays
- Once you select Comments choose
 Explanation from the drop down and then add the desired comment



TIMECARDS – EDITING PAY CODES

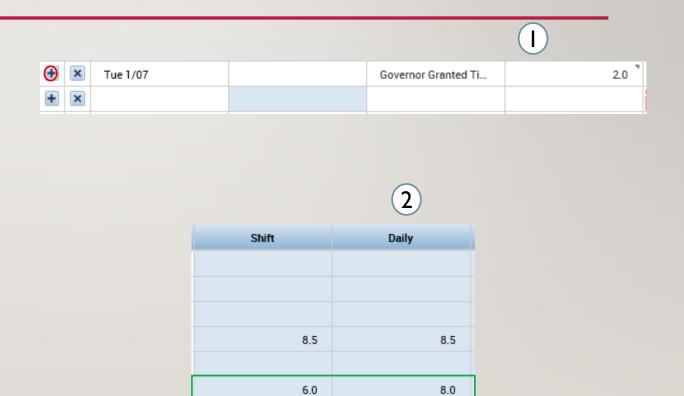
- By default entered time will follow the Pay Rule that has been assigned to you and you will not need to enter pay codes for regular time/OT/ or Holidays
- 2. Pay codes will need to be entered for exceptional situations such as the employee being unable to submit a leave/time off request. In the example on the right there was a delayed entry so you would enter the employee timecards and set the delayed time by entering the Amount and selecting Governor Granted Time Off



| | | Date | Schedule | Pay Code | Amount |
|---|---|----------|----------|---------------------|--------|
| + | × | Fri 1/03 | | | |
| + | × | Sat 1/04 | | (2) | |
| + | × | Sun 1/05 | | | |
| + | × | Mon 1/06 | | | |
| + | × | Tue 1/07 | | Governor Granted Ti | 2.0 |

TIMECARDS – ADDING ROWS

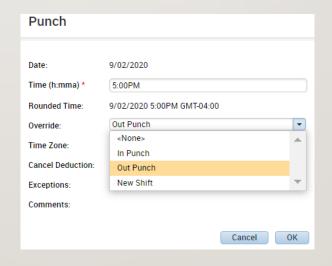
- Click on the '+' to add a new row to a day. This can be done if an employee took a couple hours off or if there's a delayed entry. Pay codes and regular scheduled hours need to be entered on different rows.
- Once you enter the pay code for the time off and the regular hours worked the time will be automatically compiled on the right, you can see the sum of hours under the Daily column.

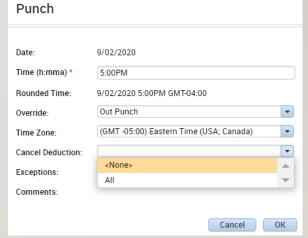


TIMECARDS – OVERRIDES AND CANCELLATIONS

- I. Right clicking on a punch and selecting Edit, allows you to set an override, such as setting a new shift or adding a break
- You can also cancel deductions, in scenarios where employees did not take a lunch because they had to continue working as shown here







TIMECARDS – LUNCH EDITS FOR TIME OFF

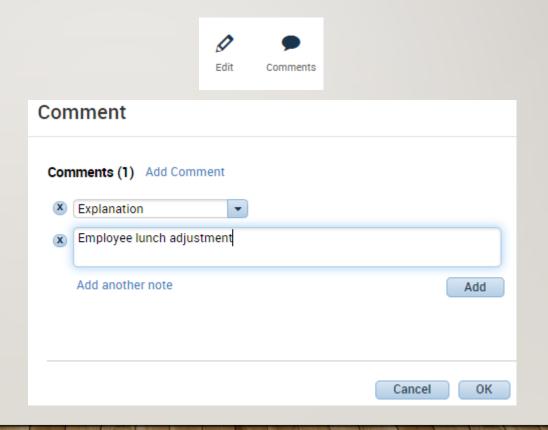
- I. When an employee takes time off during the day they may not receive their automatic meal deduction due to the 6 hour shift length minimum for a lunch deduction
- In this scenario you would make adjustments to the second set of punches to account for the taken lunch

| 8:00AM-9:00AM | | | 8:00AM | 9:00AM | | 1.0 | |
|----------------|-------------------|-----|---------|--------|--|-----|-----|
| | Sick Appointments | 2.5 | 9:00AM | | | | |
| 11:30AM-5:00PM | | | 11:30AM | 5:00PM | | 5.5 | 9.0 |

| 8:00AM-9:00AM | | | 8:00AM | 9:00AM | | |
|----------------|-------------------|-----|---------|--------|--------|------|
| | Sick Appointments | 2.5 | 9:00AM | | | |
| 11:30AM-5:00PM | | | 11:30AM | 12:00 | 1:00PM | 5:00 |

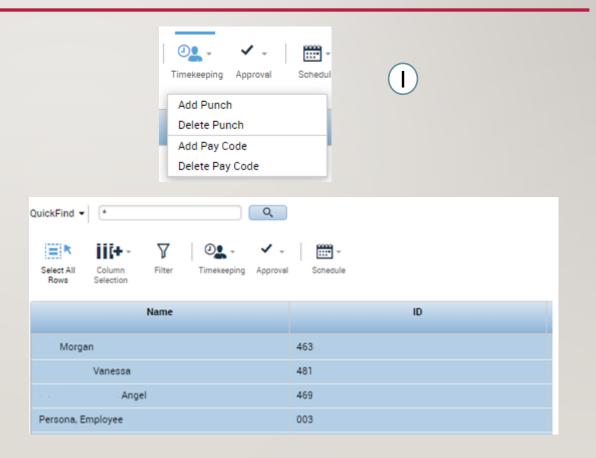
TIMECARDS – LUNCH EDITS FOR TIME OFF

- I. Right click on the punch you edited and select the Edit button
- Select Explanation from the drop down and enter the reason for the manual adjustment



TIMECARDS – GROUP EDITS

- You also have options to add a punch or a pay code to a group of people
- 2. All you would need to do is select the employees you want to modify and choose then add in the punch or pay code. This can be useful in the LWGOV scenario to avoid having to manually add in every pay code



TIMECARDS – NEGATIVE PAY CODES

Pay codes can also be used to edit accrual buckets. Rather than perform a whole reset after accidentally using a paycode, you can use a pay code with a negative value to add that time back to the accrual bucket

| + × | Mon 5/11 | | Sick | -8.0 |
|-----|----------|---------------|------|------|
| + × | | 7:00AM-3:00PM | | |
| + × | Tue 5/12 | 7:00AM-3:00PM | | |
| + × | Wed 5/13 | 7:00AM-3:00PM | | |

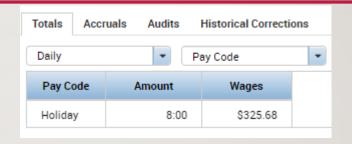
TIMECARDS – DOLLAR AMOUNT PAY CODES

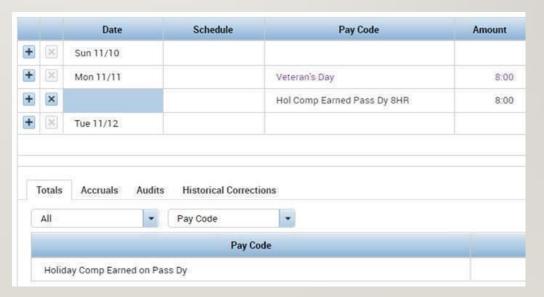
- Dollar amount TRCs need to be entered as hourly amounts as opposed to dollars in Core
- For example, if you were supposed to get 20.25 dollars of in charge pay XICOI, you would divide that by 2.25 and input 9 hours in Kronos

| Mon 6/08 | | XIC01 - In Charge Pay 2.25 | 9:00 | |
|----------|---------------|----------------------------|------|--|
| | 7:00AM-3:00PM | | | |

TIMECARDS – HOLIDAYS PAID ON A PASS DAY

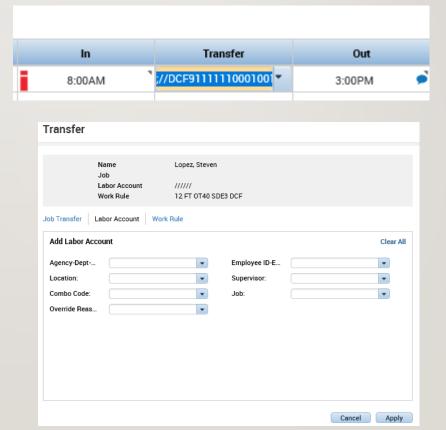
- I. Validate the correct holiday is being paid to the employee under Totals
- 2. If the employee is 3rd shift and needs to be paid on a pass day, use the pay code Hol Comp Earned Pass Dy 7HR, 7.5HR, 8HR

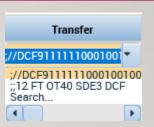




TIMECARDS – TRANSFERS

On the timecard between the in and out punches you can choose the transfer drop down, from there you can choose previously chosen work rules/labor accounts or search for an unused one

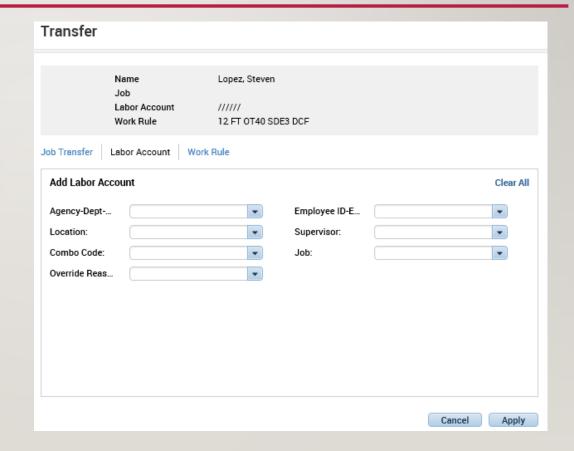




TIMECARDS – LABOR ACCOUNT TRANSFERS

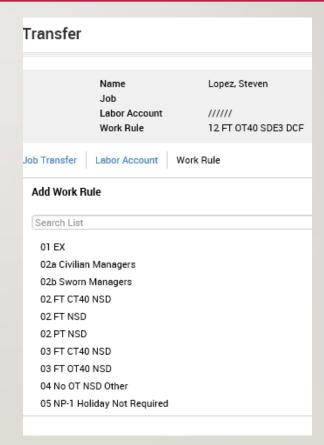
Labor Account Transfer: this can be done if you are working at a different location for a day or working a different position you want to charge to that different location. In this window you will enter every piece of information that changed in the transfer.

If you are working a different job at a different agency under a different supervisor, every labor level would need to be entered.



TIMECARDS - WORK RULE TRANSFER

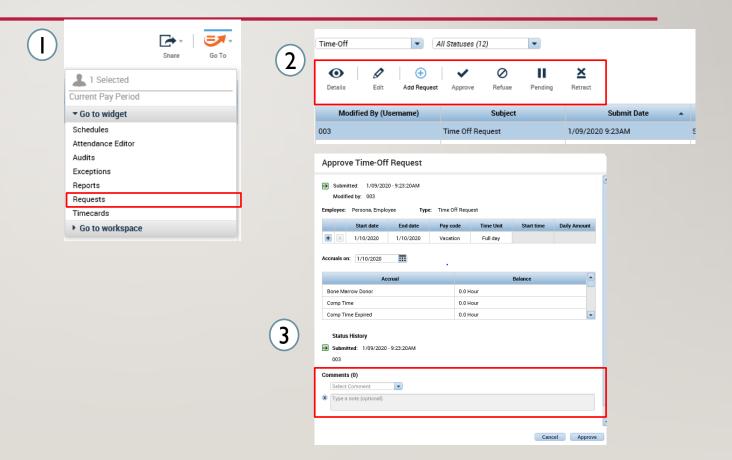
- Work rule transfer: You get called in and there's a different pay rule for being called in, you would do a work rule transfer and enter the pay rule that should be applied to you for that day
- An example of this is OT Double time, in order for an employee to receive that pay you must enter a work rule transfer for Mandated OT using the employee's pay rule



10 FT OT40 SDE STD 7.5 MandOT 10 FT OT40 SDE STD 7 MandOT 10 FT OT7.5 NSD STD 7.5 MandOT

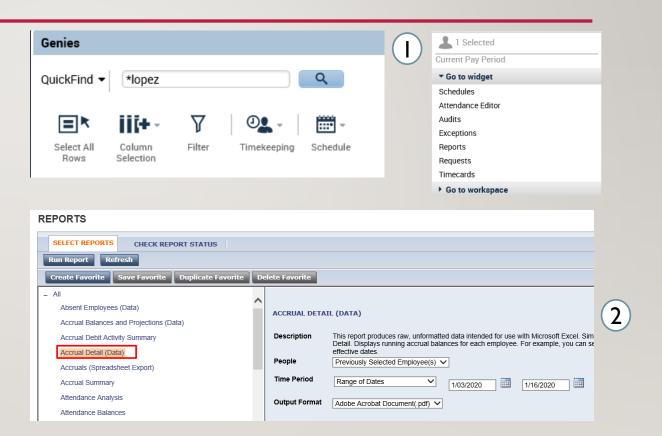
TIME OFF – REVIEWING TIME OFF REQUESTS

- After finding the desired employee using the QuickFind, use the Go To button and select Requests
- The following menu will appear with the options to view, edit, approve, refuse, set as pending, and retract.
- 3. Whichever item you choose will lead you to the following menu, where you can decide what to do with the request and then add an optional comment to explain the decision.



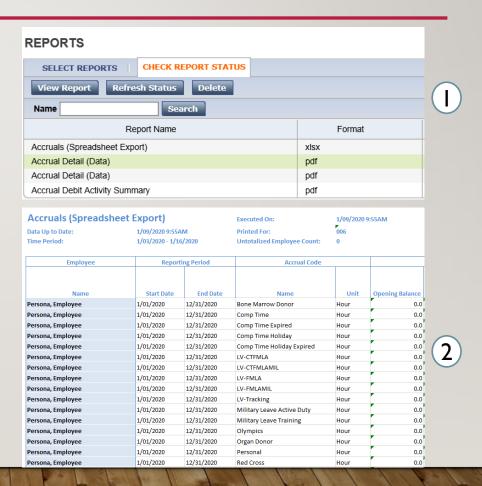
TIME OFF – TIME OFF REPORT

- I. Use the QuickFind to find the employee you want to make changes for. Use the Go To button to access Reports
- Through the reports interface select the Accrual Detail report and select Run Report

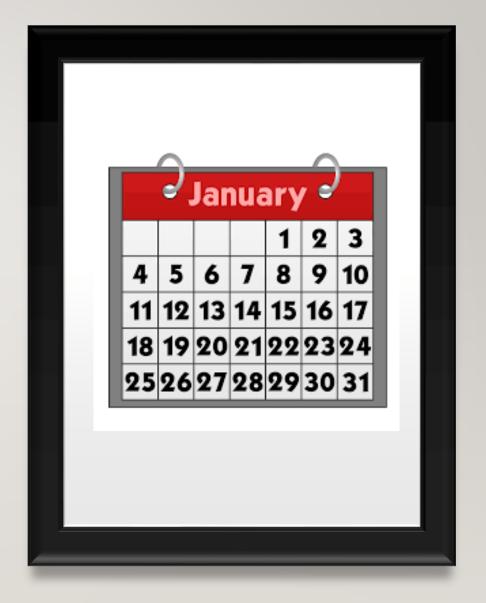


TIME OFF – TIME OFF REPORT

- Switch to the Check Report Status tab and select the Accrual Detail report.
 Select the appropriate report and press View Report.
- 2. The report will download and show you all your accrual information

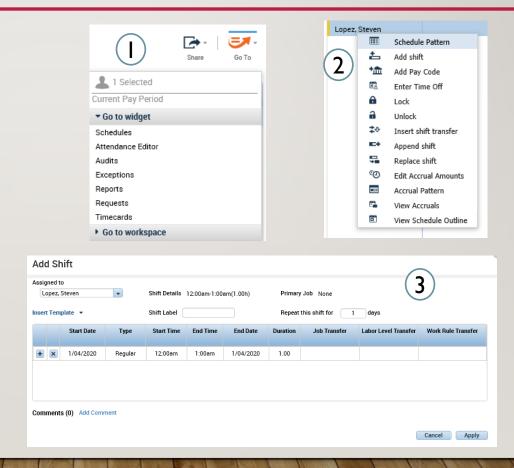


SCHEDULING



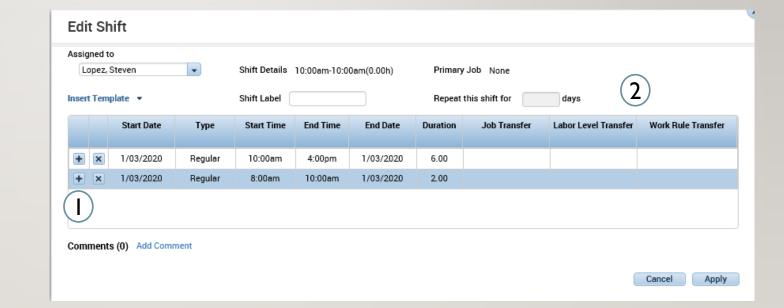
SCHEDULING – ADDING A SCHEDULE

- After selecting an employee using the QuickFind, press the Go To button and select Schedules
- Right click the name of the employee or one of the empty cells on the schedule and select Add shift. You can also left click on one of the cells and manually enter in a timeframe.
- 3. On the add shift window enter the type of shift, the date, the start time, and the end time.
 Select Apply to save your changes and add the shift to the schedule.



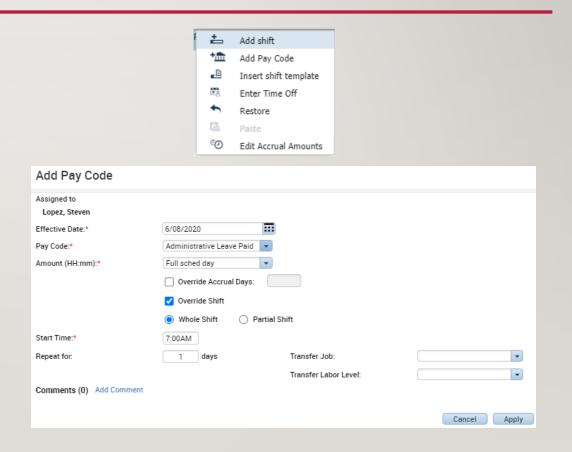
SCHEDULING – EDITING A SCHEDULE/TRANSFERS

- Right click, and select Edit Shift. You can add multiple rows for different occurrences such as working a different position or going in on call.
 Add a row to add hours charged to a different job or hours that should be paid out differently than the pay rule assigned to you.
- 2. Perform a labor level transfer as previously done (slide 38) for working a different position or for working at a different location or perform a work rule transfer as previously shown (slide 38) for situations where your hours need to be paid out differently than they typically are due to bargaining unit rules.



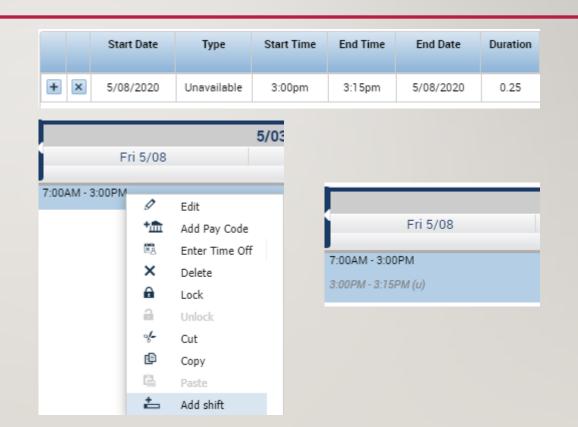
SCHEDULING - EDITING A SCHEDULE/PAY CODES

- Right click on the day and select Add Pay
 Code
- 2. From the pay code window you can select how much of the shift you want to add a pay code for, whether you want to override the shift, what pay code you want, and you have the option to attach a comment



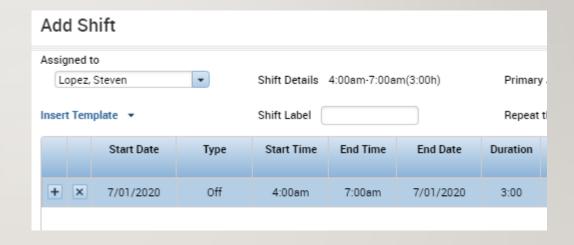
SCHEDULING – ADDING A SHIFT/UNAVAILABLE TIME

- Rather than add a complete schedule pattern you have the option to insert a single shift. Right click on the day you want to add the shift and select
 Add shift
- For any time that an employee works outside of their scheduled time it needs to be entered as unavailable, the system will use this to break up the employees punches and distribute OT and shift differential



SCHEDULING – EDITING A SCHEDULE – OFF TIME

- Time that is not scheduled and needs to have a work rule transfer must use Off Time
- 2. For employees to be paid correctly, all time and work rules should be entered and scheduled before hand. If the employee is going to be using a work rule or labor account transfer such as when they get On Call, you would need to use Off Time.



Wed 7/01

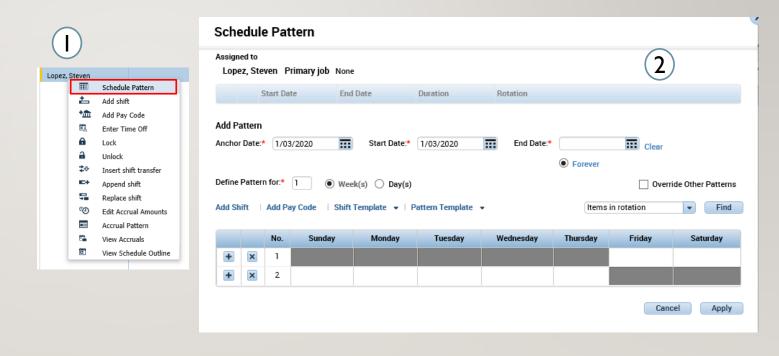
4:00AM - 7:00AM (o)

7:00AM - 3:00PM

3:00PM - 11:00PM

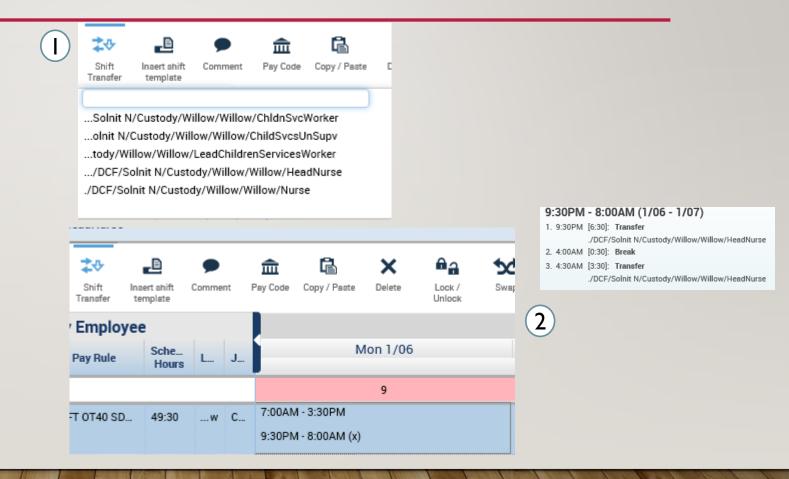
SCHEDULING – ADDING A SCHEDULE PATTERN

- I. If instead of selecting insert a shift you select
 Schedule Pattern, you can create a schedule for an
 employee for these desired period of time and
 choose how often it would repeat. Start your
 pattern on a Friday since pay periods start on
 Fridays.
- 2. Fill in the anchor date which is the day the pattern begins and should be on a Friday due to the pay period. Then select the start date and the end date or check in the bubble for making the pattern repeat forever. After that you have the option to define the pattern for multiple weeks or for a certain amount of days and then you would fill in the desired schedules. If the employee has previous schedules on their account fill in the override other patterns button. Click Apply to save your changes.

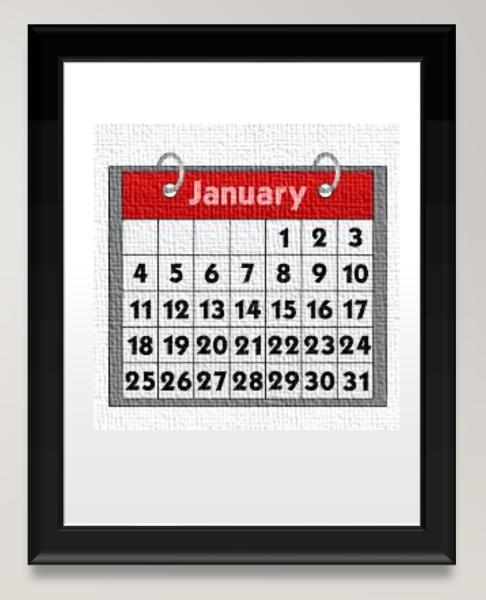


SCHEDULING – SHIFT TRANSFER

- Tap the Shift Transfer button and it will show all available Transfer positions that you are eligible for
- 2. Click on the desired position, then click on the desired schedule you want to transfer. Once clicked the schedule will get an (x) next to it then click shift transfer again to stop transferring. If you hover over that scheduled time you will see the transfer you initiated.

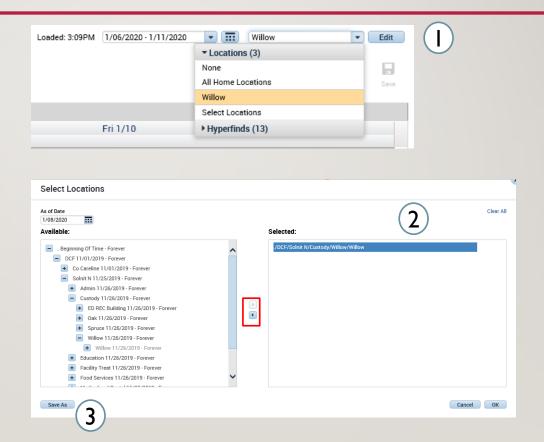


ADVANCED SCHEDULING



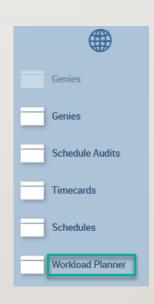
SCHEDULING -FINDING YOUR TEAM LOCATION

- On the Schedules Widget click on the Locations dropdown and press select locations
- 2. This will get you to a window with every location, run through the drop down and select the desired location, in this case Willow at Solnit N, then use the arrows in the middle to move that to your Selected locations
- 3. Use the Save As button to save your selected location with a custom name so that it will appear in the drop down



SCHEDULING - WORKLOAD PLANNER

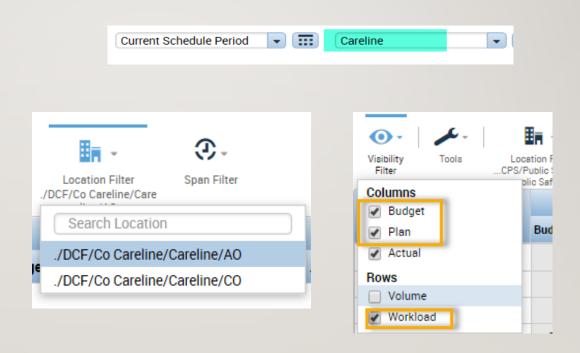
 Your staffing requirements are referred to as workload requirements in Workforce Scheduler and are stored in the Workload Planner. A Budget Workload is defined for each department. Then, when or if your staffing needs change, you can make adjustments in the Workload Planner.



| Mon 12/02 | | | Tue 12/03 | | |
|-----------|------|--------|-----------|------|--------|
| l dudg | Plan | Actual | Budg | Plan | Actual |
| 2 | 2 | | 2 | 2 | |
| 2 | 2 | | 3 | 3 | |
| 1 | 1 | | 2 | 2 | |
| | | | , | | |

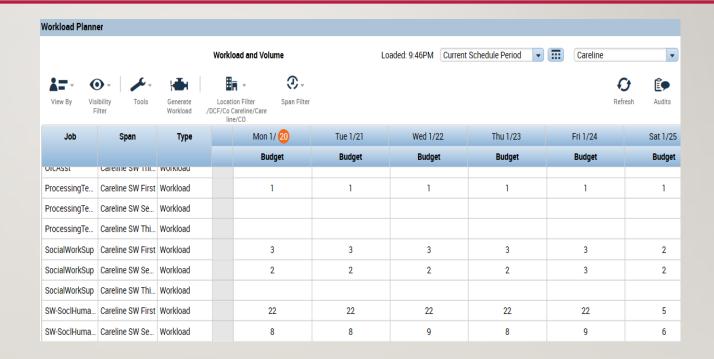
SCHEDULING - WORKLOAD PLANNER

- I. After selecting your location, your default view will be the Budget, Plan, and Actual columns with the Volume and Workload rows
- The most convenient view is that of Budget and Plan columns and the Workload row



SCHEDULING – WORKLOAD PLANNER

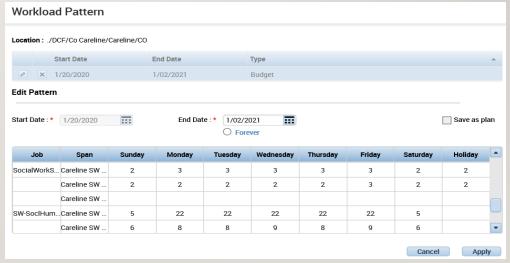
Columns can be updated today and in the future only. Budgets are usually updated once a year and Plans can be adjusted as needed



SCHEDULING – WORKLOAD PLANNER PATTERNS

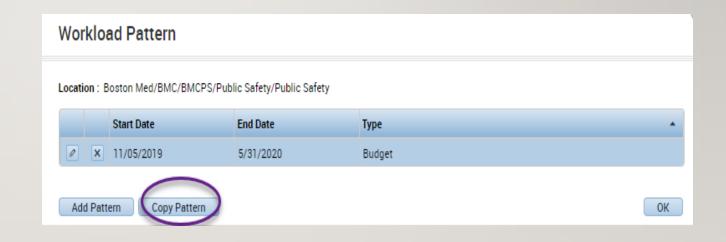
- To create a pattern of your workload use the Tools button and select Add Workload Pattern
- Patterns allow you to automatically enter workloads for the future if your budgets don't frequently change





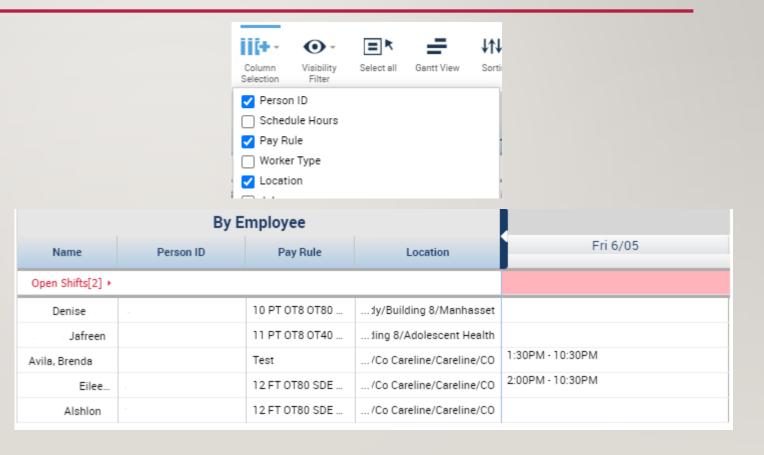
SCHEDULING – WORKLOAD PLANNER PATTERNS

- I. Highlight the pattern you previously created and click on Copy Pattern
- Create a new start date (today or in the future) make the desired changes and click apply
- Any previous pattern will be end dated to coincide with the new start date you chose



SCHEDULING – COLUMN SETS

Column sets will allow you to change your view. This will help you when scheduling if you want to do so by seniority, or MOT/VOT date having both in the view would help you greatly



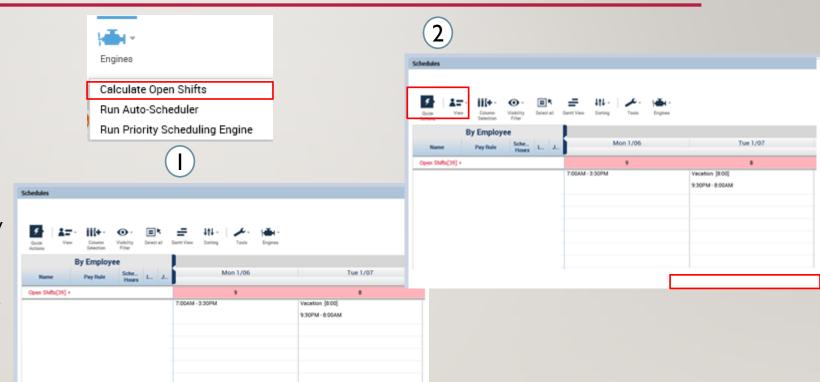
SCHEDULING – QUICK ACTIONS

- Assign/Unassign: allows you to assign/unassign employees to an open shift
- 2. **Shift Transfer:** Allows you to change request a shift change with a specific employee
- 3. Insert shift template: If there are preselected shift schedules, choose one and paste it to any desired cell
- **4. Comment:** Add explanation to a change made or to a selected schedule
- **Delete:** Remove a schedule from a cell
- Lock and Unlock: Allows you to make a schedule uneditable
- **7. Swap:** Select two scheduled cells and swap the information in them



SCHEDULING – ASSIGNING/UNASSIGNING A SHIFT

- Open shifts will appear above each day and can be expanded to show specifics by clicking on the red bar. If no open shifts currently appear for your employees you can press the Engines button, and press calculate open shifts.
- 2. Click on the cell of an employee shift, then tap the Assign/Unassign buttons, this will then show you the list of open shifts and select the shift you want to assign to that employee. Though there are more intuitive methods we will cover in the following slides.



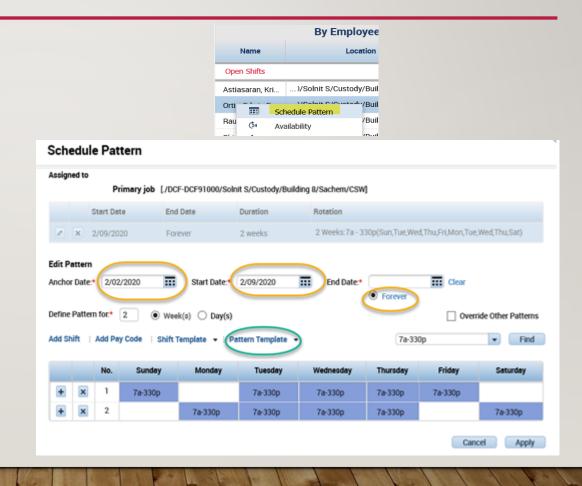
SCHEDULING - VIEWING SHIFT ASSIGNMENTS

- Open the menu at the bottom and select the Daily Coverage tab
- Choose the view you prefer and the job and time schedule, the interface will show you how many employees have been assigned each day for the selected shift



SCHEDULING – SHIFT TEMPLATES

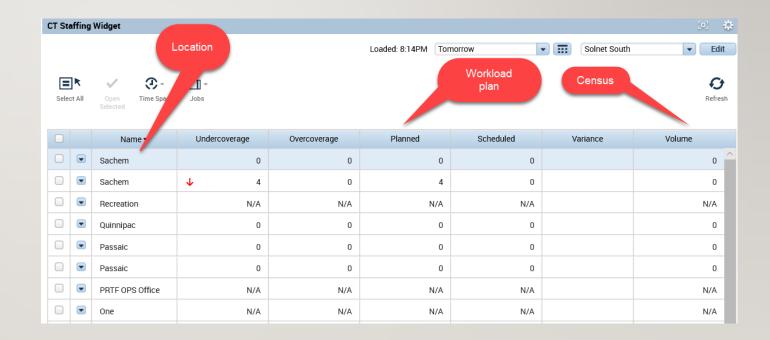
- Right click on the associate's name and select Scheduling Pattern
- Select Pattern Template and fill in the anchor date, start date, and the end date or box
- 3. Select Apply



SCHEDULING – CT STAFFING WIDGET

Staff Management widget gives you quick access to your daily staffing plan so that you can make quick adjustments, such as when an employee calls out sick or you require more or less staff

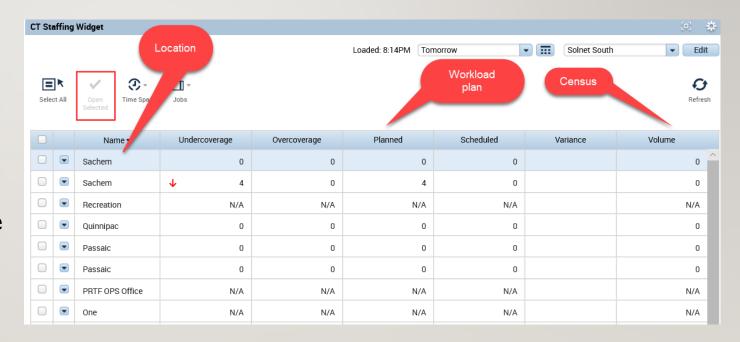
Note: That this is a tool for daily operations, and should not replace the Schedule Planner or Schedule widget



SCHEDULING – CT STAFFING WIDGET

The opening screen is the Summary view. Summary view shows you the locations that you have access to and any staffing issues associated with them.

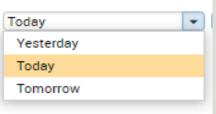
You can also see the workload plan, volume, and selected time period. Choose the locations you want to modify and select Open

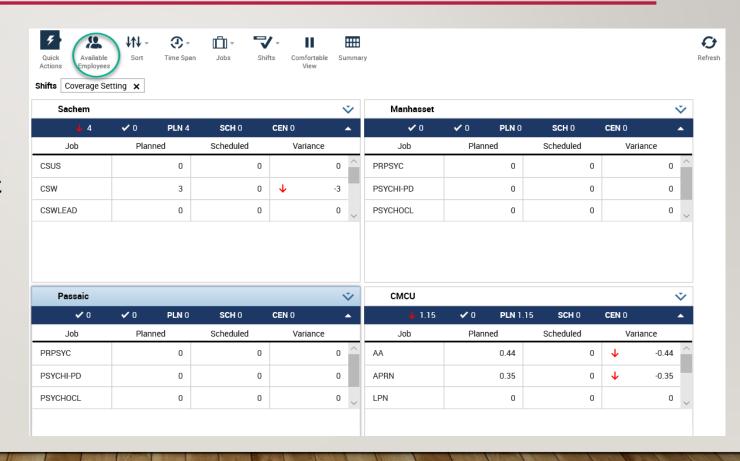


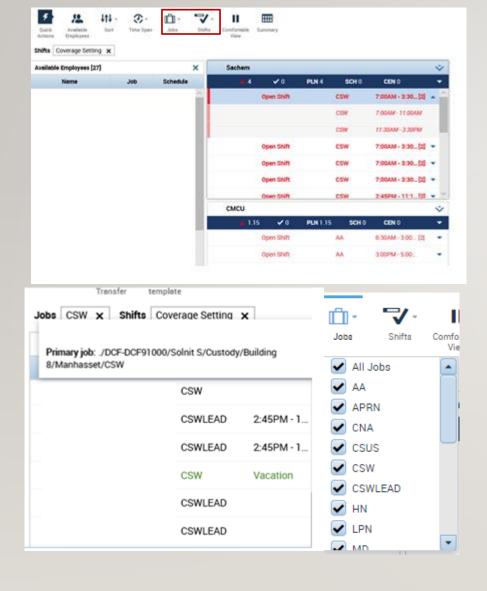
SCHEDULING – CT STAFFING WIDGET – DETAIL VIEW

Detailed view shows you any variances in the staffing plan for the jobs at each location

Open the Quick Actions menu and select available employees to resolve these variances, select the date you want to change





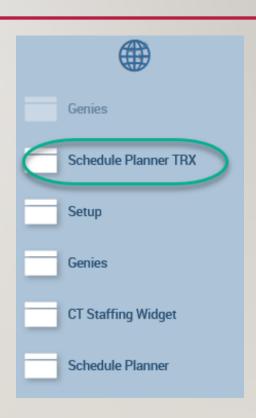


SCHEDULING – CT STAFFING WIDGET – DETAIL VIEW

- To fill an open shift with an employee from the Employee Pool, select the employee in the pool and drag the employee to the open shift
- Pay codes, green type indicates a pay code. Pay codes show only for employees for whom this is the primary location under the schedule on employee list
- Hover the cursor over the employee name to see a tooltip with the job details, and shift or zone time details, for the employee.

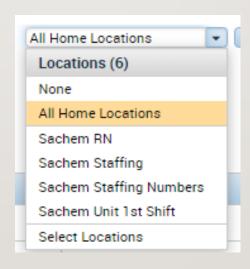
SCHEDULING – SCHEDULE PLANNER TRX

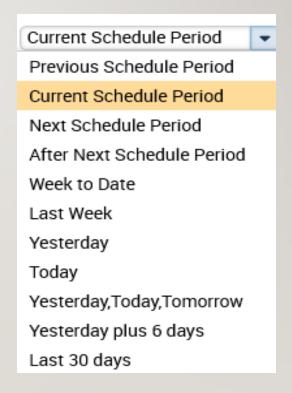
- Scheduler Planner TRX is specifically for presenting employees outside of the target area to fill openings.
- When using this planner, you will get a larger list of employees on the schedule.



SCHEDULING – STAFFING ASSISTANT/CALL LIST

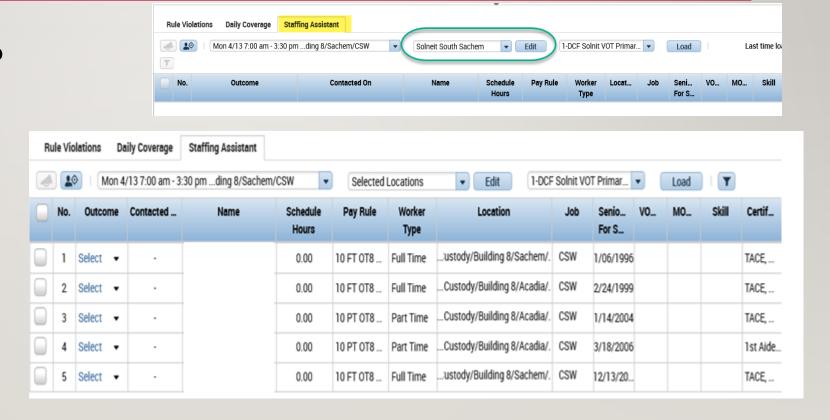
- Use the Staffing Assistant/Call List to find the most appropriate employee to work an open shift, or replace an employee who can no longer work a shift
- First narrow down the Schedule Planner to your location and the desired scheduling period





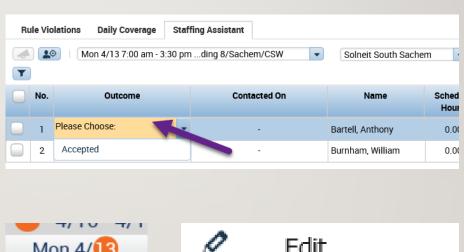
SCHEDULING - CALL LIST/VOT AND MOT

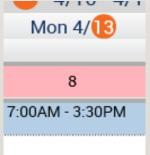
- Open the Staffing Assistant tab
- Select the correct procedure set, in this case we chose primary job and available

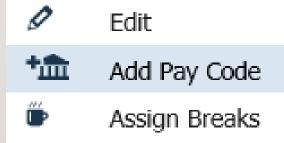


SCHEDULING – SCHEDULING ASSISTANT/CALL LIST

- The Staffing Assistant creates a list potentially filling all of the openings
- Select the desired outcome in each row of the staffing assistant to decide if you want to assign the shift
- On the shift itself you can add pay code "Voluntary Overtime", but make sure the Override Shift option is unchecked, then click Apply

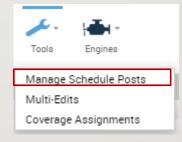


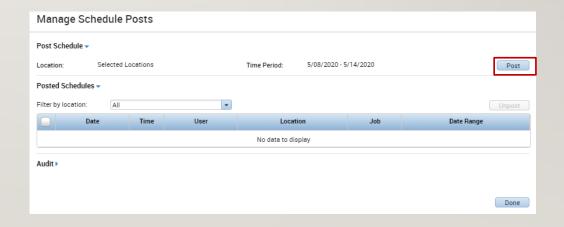




SCHEDULING – MANAGE SCHEDULE POSTS

- I. Once you have finished assigning all scheduled time, employees will be able to see those changes on their calendar, you may need to post your schedule for them to see this in the future
- Navigate to Tools under schedule planner and select Manage
 Schedule Posts, here you will view the location and schedule and select
 Post





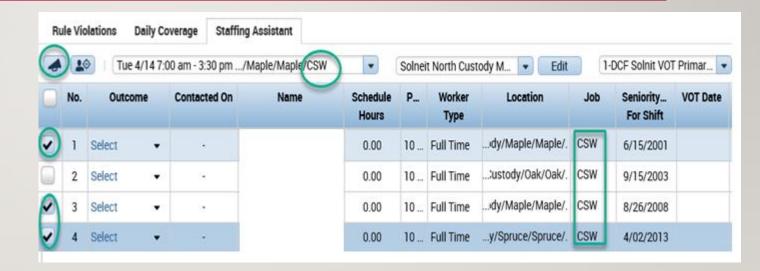
SCHEDULING – SMS QUICK FILL LOGIC

Short Message Service (SMS) Quick Fill is a mobile solution to enable managers to fill open shifts quickly with the right staff.

Offer to All, Assign by Match Order Scheduler sends fill open shift request SMS to employees Employee receives SMS Did at least No Shift fill strategy changes to "Assign one employee to first to accept." respond within the wait time? Yes Employee receives an SMS and e-mail saving that he/she is a candidate for the shift. Employee receives shift awarded SMS and e-mail. Manager receives e-mail about Did the most Yes The most qualified the shift assignment. qualified employees respondent is immediately awarded respond within the wait time? the shift The Open Shift Other respondents receive shift No Request is complete not awarded SMS and e-mail Employee receives shift awarded SMS This employee is awarded and e-mail the shift at the end of the wait time Manager receives e-mail about the shift assignment.

SCHEDULING – SMS QUICK FILL

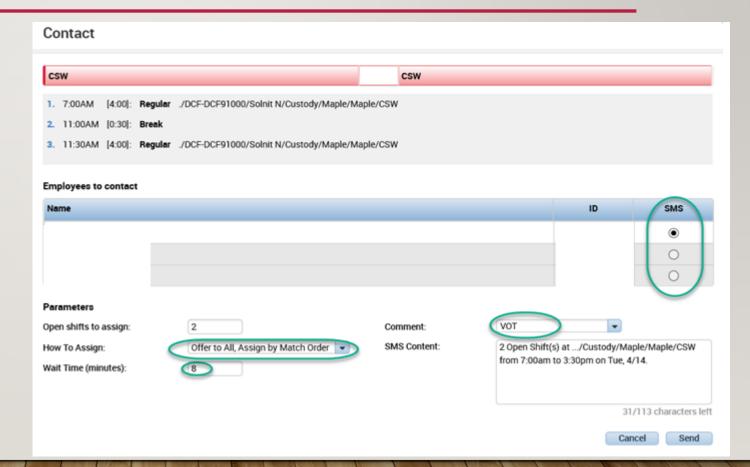
- After selecting the location and the desired job, you will be able to select which employees you want to contact by selecting the boxes next to the employee number
- Once you select the group of employees, you can click the Contact button where you will later fill in the number of available shifts





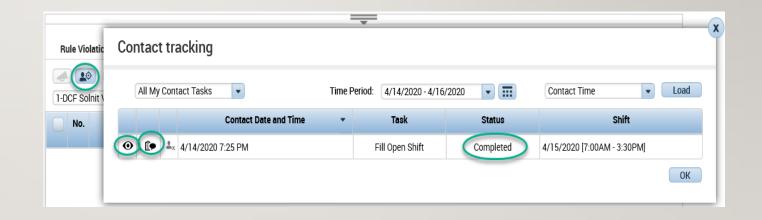
SCHEDULING – SMS QUICK FILL

- After having selected the employees, fill in the number of shifts, a comment describing the shift, how to assign (by match order), and then the wait time. Select the bubble next to each employee name to select SMS
- Wait time offers shifts to all selected employees at once. If the most qualified employee accepts the shift, it is awarded immediately. Otherwise, all responses are pooled and the shift is awarded to the most qualified responder upon wait time expiration.
- Click Send



SCHEDULING – SMS QUICK FILL – CONTRACT TRACKING

- Clicking the box next to the notify will show you contact tracking information, here you can see who the message was sent to and who accepted
- You can also run Quick Fill Details
 Report and SMS Quick Fill Usage
 Summary Report, under Reports to get more information



THE END

Please refer to the Scheduling Manager job aids and the eLearnings for any further questions and don't hesitate to reach out to your local Kronos contact and your supervisors with any questions