

# Top Change Impacts

## to Payroll Professionals



OKLAHOMA

## What are change impacts?

The results of adopting Workday for State of Oklahoma agencies' existing processes, roles, etc.

### Top payroll change impacts include:

#### Centralized payroll

OMES utilizes Workday to initiate payroll for most state agencies.\* Agencies then reconcile employee pay and send required documentation to OMES five business days prior to payday.

\*With the exception of project-based agencies.

#### Responsibility shift for managing one-time expenses

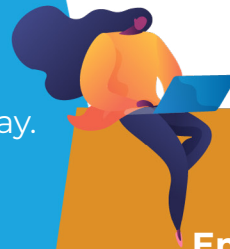
The task of managing time entries for one-time payments shifts from Payroll to HR. In Workday, one-time payments come from compensation not from time tracking. Examples include employee awards, incentives and bonus payments.

#### Combo code elimination

Payroll cost allocations are used instead of combo codes. Agency finance personnel identify specific chart fields (classfunding, fund type, program, subaccount and cost center).



Visit [brightpath.ok.gov](https://brightpath.ok.gov) to learn more about the changes resulting from the Workday implementation.



#### Employees can complete more tasks with Employee Self-service

Employees can enter federal and state withholding and update payment elections in Workday. The payroll team is no longer responsible for entering this information.

#### Standardized FLSA workweek schedule

An employee's workweek is constituted by a consecutive seven-day, 24-hour period that is standardized across the state and used for overtime calculations.

Payroll employees will receive training on how to leverage Workday to manage these changes and others in spring 2022!