



Turning Workforce Complexity into Measurable Value

UKG Ready Value Assessment

Modernize HR, time, payroll, and workforce processes. Strengthen accuracy, controls, and confidence across the City.

AT A GLANCE

\$401,709

Total Annual Potential Benefit

ANNUAL FINANCIAL IMPACT OF IMPROVEMENT

\$401,709

By consolidating HR, time, payroll, and workforce processes with UKG Ready, San Luis can address manual handoffs, payroll exceptions, spreadsheet-heavy HR work, and public safety rule complexity.

\$240,629	Direct Cost Savings (Payroll Cost Savings + Employee Turnover Savings)
\$85,053	Back-Office Efficiency
\$76,440	Productivity Gains

KEY SAVINGS DRIVERS

\$183,456

Direct Payroll Cost Reduction

\$85,053

Back-Office Efficiency

\$76,440

Increased Manager Productivity

\$57,173

Turnover Cost Reduction

INVESTMENT PROFILE

6 Months	Payback Period
133%	3-Year ROI

THE COST OF DELAY

Potential value remains tied up in manual work, avoidable errors, and compliance risk when the decision is delayed.

\$1,101

Potential value/day

\$7,725

Potential value/week

\$33,476

Potential value/month

A 6-month delay represents roughly \$200,000 in potential lost value.

OPERATING CONTEXT

350	employees supported
60	hires/year
20-25	leave cases/year
11	physical time clocks
3-4 hrs	timecard review/pay week
28/212/106	fire rule complexity

STRATEGIC IMPACT

Strengthen pay accuracy and trust

Catch errors earlier, reduce handoffs, and support cleaner payroll close.

Automate public safety complexity

Support fire 28-day/212-hour and 106-hour first-period rules with less manual true-up.

Improve compliance readiness

Track credentials, leave cases, policy acknowledgements, and audit trails in one place.

Give time back to HR and managers

Reduce paper, spreadsheets, approval chasing, and employee questions.

CURRENT STATE CHALLENGES

- Manual export/import and sync jobs between time and payroll.
- Accrual and position data require recurring double-checking.
- Fire 106-hour true-up and 28-day cycle handled manually today.
- Benefits, leave, certifications, and policies rely on paper/spreadsheets.
- Reports and grant/time-code visibility are inconsistent.

BOTTOM LINE

This is not just a technology decision. It is an opportunity to unlock measurable annual value, strengthen controls, and give HR, Finance, managers, and employees a cleaner way to work.

\$401,709
annual potential value