



PUBLIC

Sedgwick County: Attracting Talent to Deliver Exceptional Public Service

In 1867, Sedgwick County was incorporated in the state of Kansas. Over 150 years later the county's mission is to "cultivate a healthy, safe and welcoming community through exceptional public services, effective partnerships and dedicated employees." As part of this mission, Sedgwick county was looking for a more innovate approach to attracting, onboarding, managing and compensating the dedicated employees. With the county's vision, to be a "local government leader in building public trust, implementing innovative solutions and supporting opportunities for success", as a guiding star - they chose SAP SuccessFactors Recruiting, Onboarding, Signature Management, Employee Central and Employee Central Payroll to help them deliver on their mission – with dedicated employees that will contribute to exceptional public services, at the forefront.



Attracting, Onboarding and Compensating with SAP® Solutions



Before: Challenges and Opportunities

- Public Safety division faced critical staff shortages as open headcount more than double over the past year from an average of 20 open positions to 40+ open positions
- Excessive overtime costs as a result of shortages
- Disparate approach to recruiting lead to inconsistent talent pool while driving up cost to recruit and onboard employees
- Needed innovative and cloud based solution to manage and pay employees

Why SAP and HR Focal Point

- SAP and HR Focal Point enabled Sedgwick to take approach that met their needs – strategic, targeted and impactful ROI
- SAP & HR Focal Point’s customer centric approach with early phase onsite workshops, design thinking approaches and flexibility with our Partner Ecosystem alleviating large investments with a more consumable partner managed cloud environment with HR Focal Point
- Earned trusted partner status with the county through consistent customer centric approach

After: Value-Driven Results

- Improved efficiencies for posting requisitions & tracking candidates along the way
- Improved quality of application pipeline
- Reduced manual effort for recruiting, onboarding, managing and compensating employees
- Reallocated “lights on” effort to focus on strategic goals

The new recruiting & onboarding has resulted in better candidates - talent pool has been deeper & broader - higher quality when they walk in the door.”
Mike Elpers, ERP Director, Sedgwick County

5%

Reduction in HR Manual Effort:
“Not spending as much time keeping the lights on and can focus attention more strategically”

3%

Reduction in costs for posting and tracking requisitions.



Customer Name

Sedgwick County, Kansas, USA
<https://www.sedgwickcounty.org>

Industry

Public Sector

Products and Services

Public Services including health & welfare, Public Safety, Property and Environmental

Employees

3,000

Population

>516K

Featured Solutions and Services

SAP SuccessFactors Recruiting and Onboarding
SAP Signature Management by DocuSign
SAP Employee Central
SAP Employee Central Payroll

THE BEST RUN

