



Item # 17

# *Human Resources/ Payroll System Upgrade*

Board of Supervisors  
Quarterly Update

November 10, 2009  
[capsplus.ocgov.com](http://capsplus.ocgov.com)



# Agenda

- ❖ Scope
- ❖ Benefits
- ❖ Budget
- ❖ Proven Methodology
- ❖ Status At A Glance



# Agenda

- ❖ Accomplishments
- ❖ Risks
- ❖ I V & V Direction
- ❖ Closing Remarks



## Scope

- ❖ Human Resources
- ❖ Benefits
- ❖ Position Control
- ❖ Payroll Processing
- ❖ Payroll Accounting Management
- ❖ Training & Documentation



## Benefits

- ❖ Reduced Operating Costs
- ❖ Reduced Business Risks
- ❖ Address System Compliance Requirements
- ❖ Automated Personnel Actions
- ❖ Improved Payroll Accounting Management





## Budget

Fiscal Year	Budget	Expenditures To Date	Status
FY 08-09	\$ 950,979	\$ 950,979	Green
FY 09-10	\$10,281,704	\$ 469,927	Green
FY 10-11	\$ 5,702,856		Proposed Budget
Total Budget	\$16,935,539	\$ 1,420,906	On Target



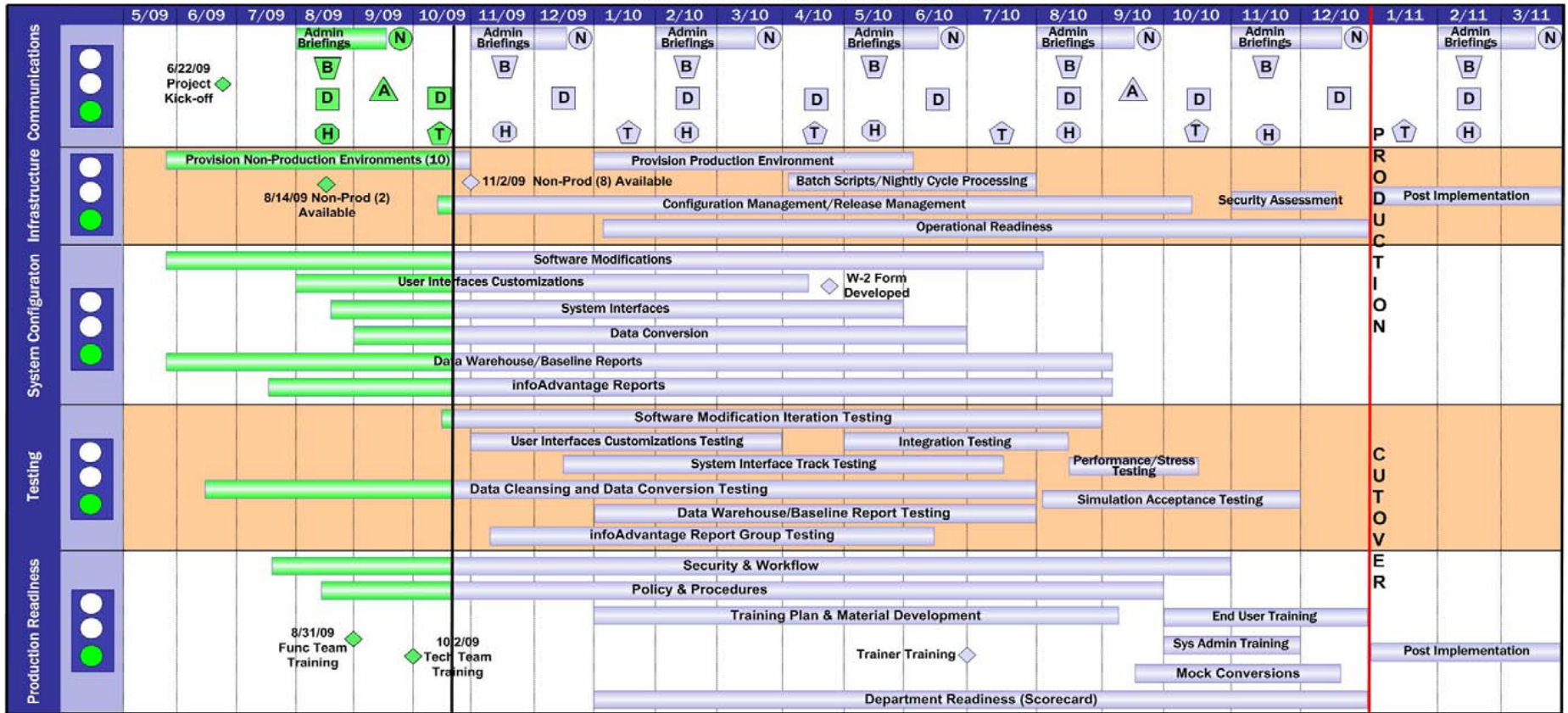
## Proven Methodology

- ❖ Phased Project
- ❖ Strong Governance
- ❖ Lessons Learned
- ❖ Effective Communication
- ❖ Cooperative Approach



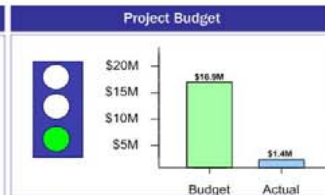


CAPS+ HR Status At a Glance



As of 10/23/09

Pending Schedule Changes/Comments	



Metrics		COM	INF	CONF	TEST	PROD	OTHER	TOTAL
Open Issues	High							
	Med							
	Low							
	Total							
Open Risks	High					1		1
	Med		1	2				3
	Low			6		2		8
	Total		1	8		3		12

B Board of Supervisors A County-wide All Hands D Dep't Head Briefing H Human Resource Leadership T Technical Architectural Group N Newsletter M Milestone



## Project Accomplishments

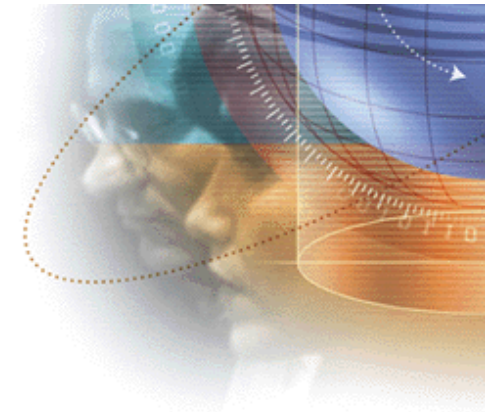
- ❖ Project Control Document Revised
- ❖ Platform Hardware Configured
- ❖ Application Software Installed
- ❖ Data Conversion: Round 1 Successful





## Project Accomplishments

- ❖ Modifications Concept Papers Completed
- ❖ Modifications/Functional Designs Completed (Iteration #1 and #2)
- ❖ Provisioned Non-production Environments (10)





## Project Risks

Title	Summary	Mitigation Plan	Status
Voluntary Retirement Package	A new, unfunded requirement is being considered by the County	Impact analysis underway	Yellow
On-going Resource Constraints	Project team members are also managing operations and maintenance on current system	Diligently balancing workforce conflicts	Green



## I V & V Direction

- ❖ Stock Upgrade
- ❖ Proven Vendor Methodology
- ❖ Lessons Learned
- ❖ Strong Internal Oversight Infrastructure
- ❖ Cost Avoidance





# Closing Remarks