

HRWorks Agile

January 7, 2020



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AGENDA

- Goals and Benefits
- Timeline
- Agile
- Proof of Concept
- Budget



HRWorks Agile Team Room

HRWorks Agile Goal

Deliver value for our customers through the development of an innovative human resources information system that will:

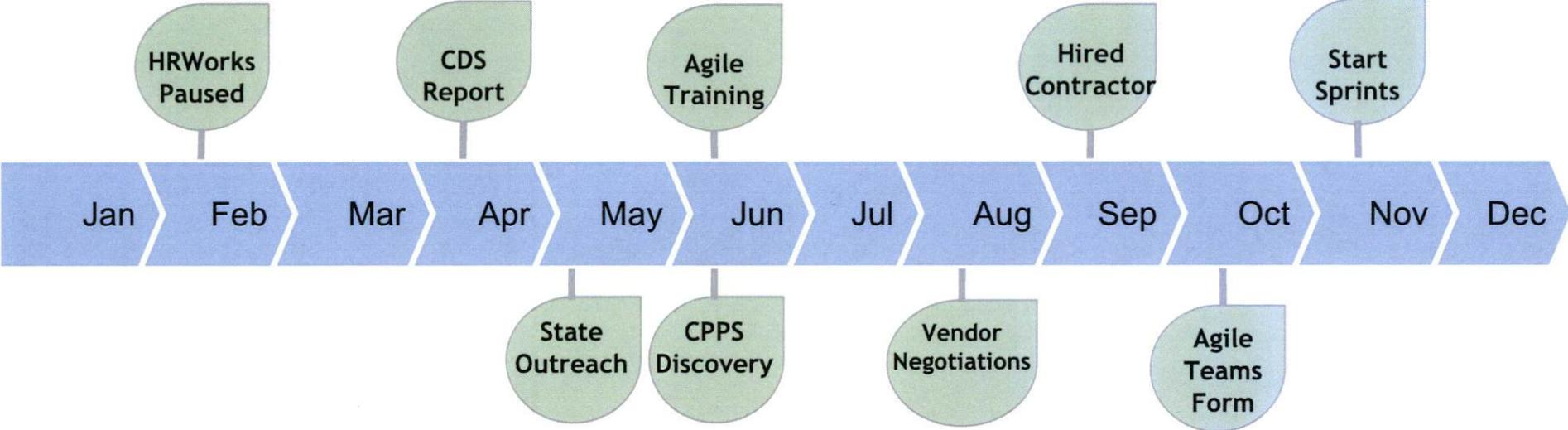
- Eliminate costly maintenance of aging legacy systems
- Reduce or eliminate paper and manual processes
- Improve data integrity and security
- Facilitate standardization and compliance with HR management best practices and laws



Benefits

1. Replace upwards of 80 individual systems and process
 - eliminate outdated technology
 - reduce security threats
2. Reduce manual processes
3. Simplify system integrations
4. Improve data availability and homogeneity

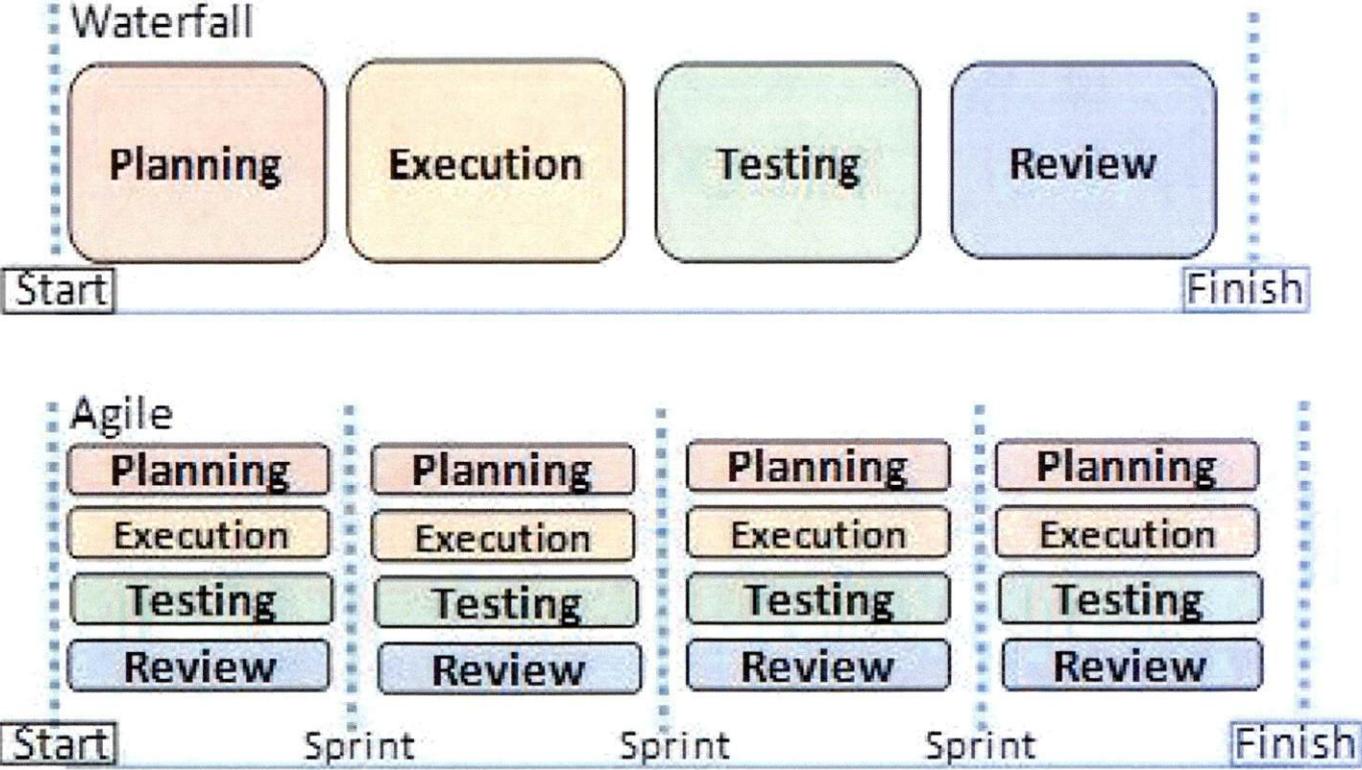
2019 Project Timeline



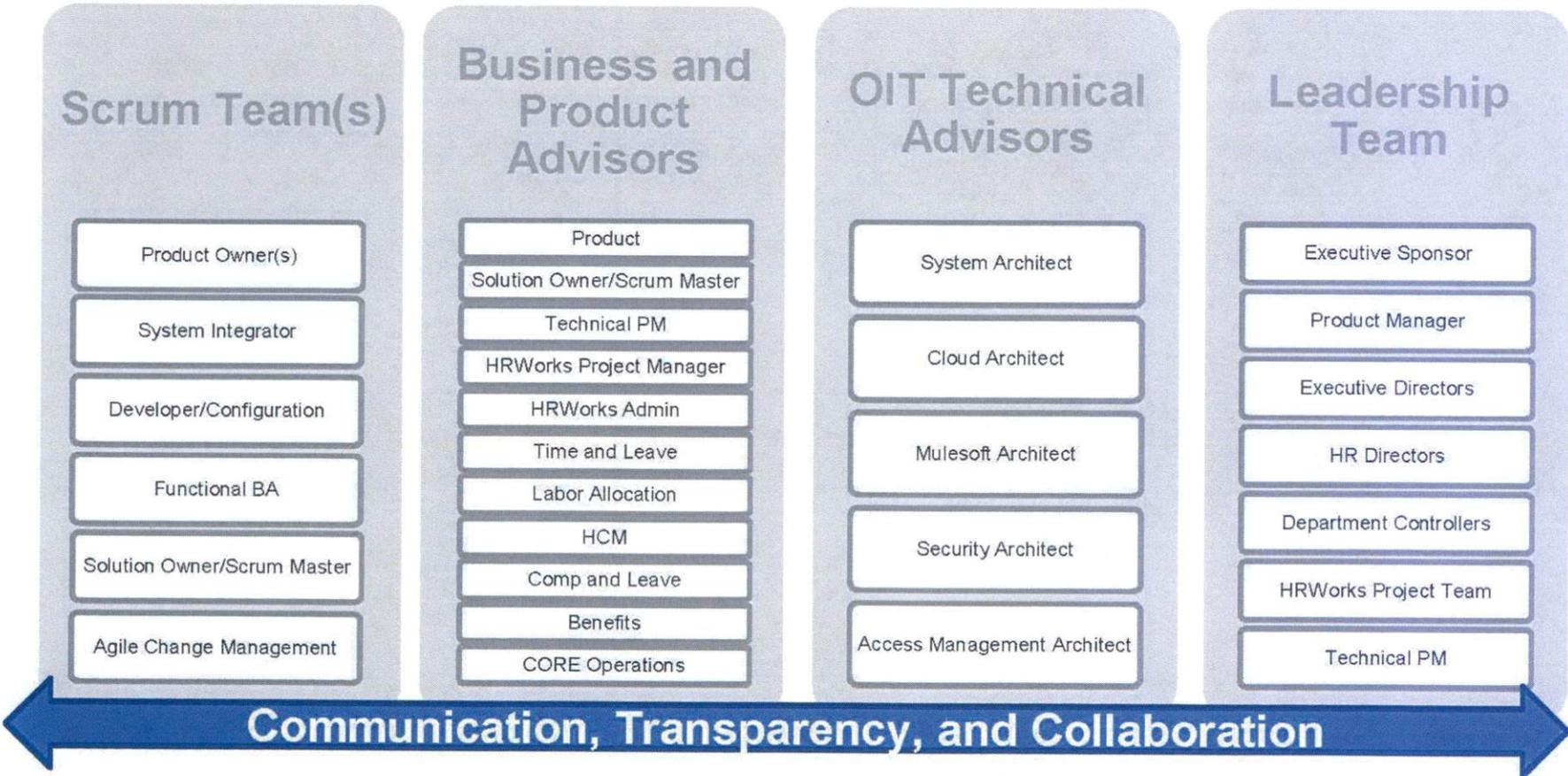
Agile



Waterfall vs. Agile



HRWorks Agile Teams



Proof of Concept (POC)



Integration Proof of Concept

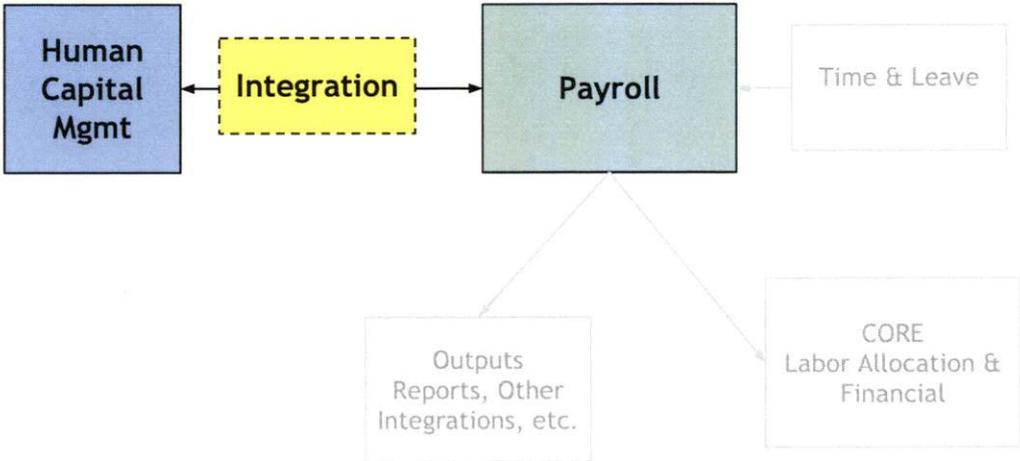
Success Criteria

- Achievability of integration
- Real-time integration
- Reduce payroll risk
- Supportability and affordability of integration solution
- Leverage existing configurations and OIT standards

Integration Proof of Concept

- Hire, Pay, and Separate
- Common employee types or “personas”

HRWORKS SYSTEMS

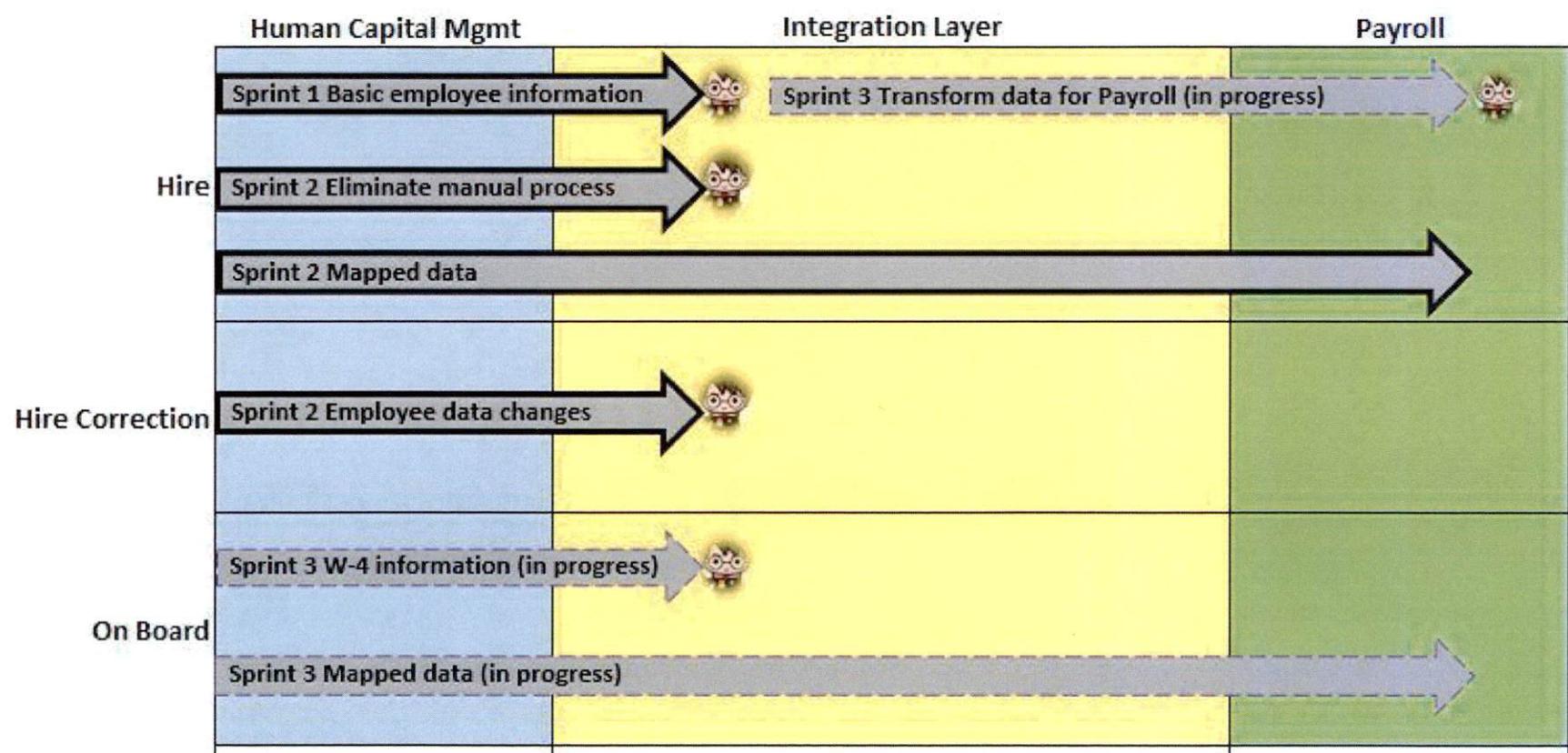


POC Employee Persona 1

Persona 1
<ul style="list-style-type: none">• Existing Position• Classified• Exempt• Monthly• Exception Paid (Salary)• Perm Job Type• 1 Direct Deposit• No Certifications• No address confidentiality• W4 Elections (Simple)• No W2 Printing• Mock Employee Elected Deductions• No Additional Earnings/ Allowances• 100% FTE• 1 year probationary - yes



As of 1/7/20:
Sprints 1 and 2 Complete
Sprint 3 In Progress



POC Sprint 1 Demo

- New hire of Harry Potter
- Move data from the HCM to Integration Layer
- This demo is of end result of New Hire in HCM, entering Social Security Number - with transmission to Integration Layer, in **real time**

https://drive.google.com/open?id=1lbr7V5T8Huy4c_iwQw135mBKkj5bUXhf

Next 90+ Days

- January 2-April 21: POC Sprints 3 to 10
- February: Initial Integration Viability Assessment
- May-June: HRWorks Planning
 - Roll Out Plan
 - Project Plan
 - Communications Plan
 - Change Management Plan
 - Training Plan

Budget

Project Costs - FY 2015 to FY 2019

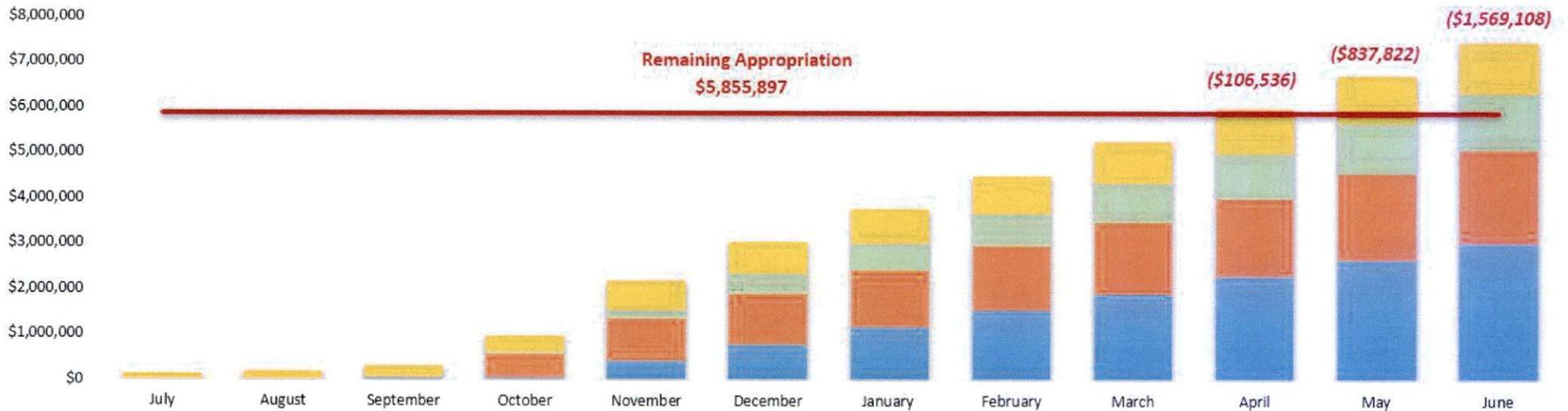
Expenses by Vendor: FY 2014-15 Through FY 2018-19



Project Costs - FY 2020

HRWorks: Cumulative FY20 Capital Expense

CGI Workday Slalom Other Expense Target



QUESTIONS?
Thank You.