

OPM E-Government Initiative E-Payroll

**Office of Personnel Management
Strategic Compensation
Conference 2002**

August 27-28 2002



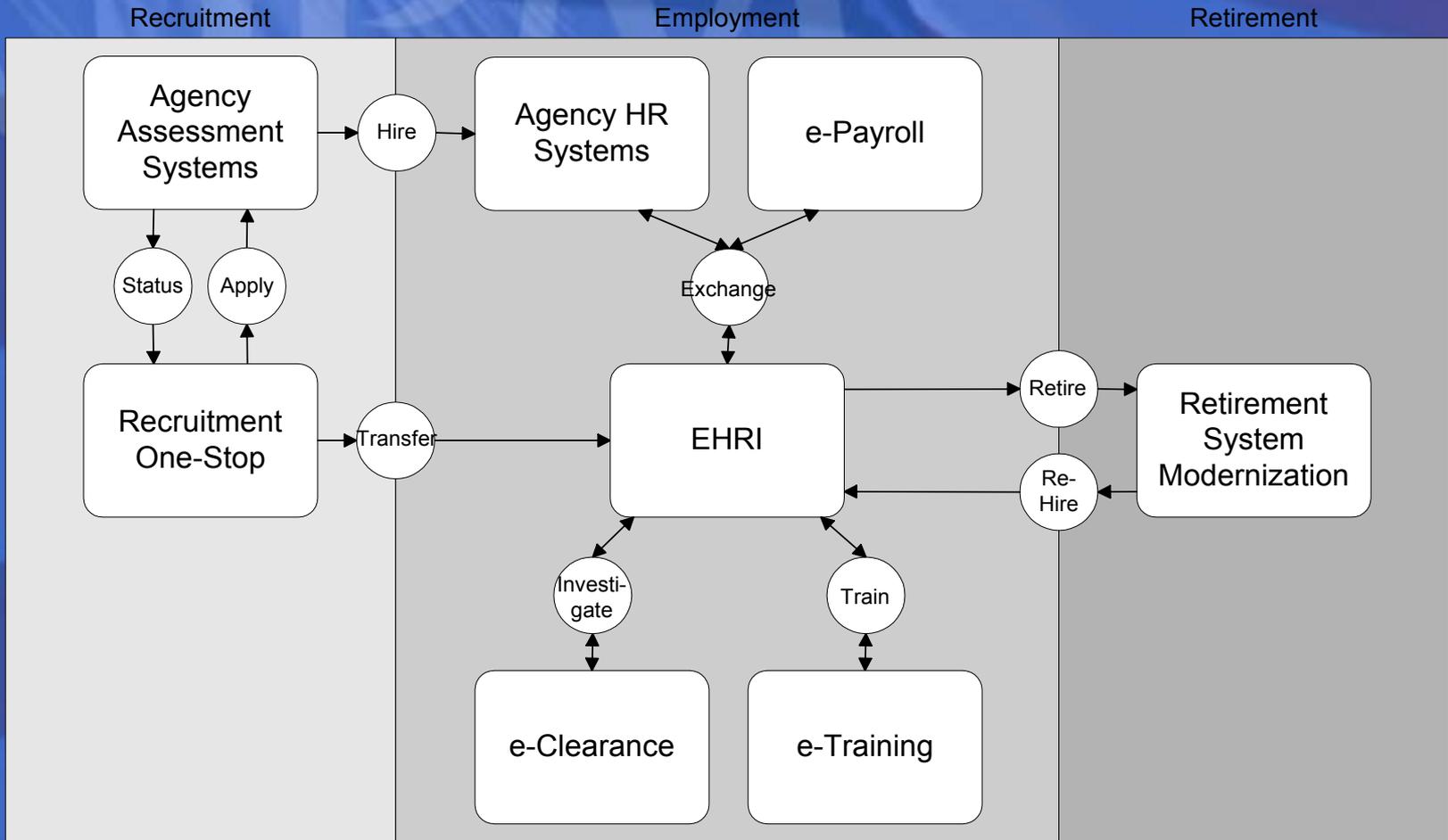
UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

OPM e-Gov Initiatives

- e-Clearance
- EHRI
- e-Payroll
- Recruitment One-Stop
- Retirement System Modernization
- e-Training



OPM e-GOV Initiatives



OPM E-Payroll

The Current Environment

- **22 Payroll Providers**

- **4 Largest service 80% of total Federal civilian payroll**

- Defense Finance & Accounting Serv
- Dept of Veterans Affairs
- Dept of Interior
- Dept of Agriculture

- **Cost for current provider systems (FY 2003 – 2012)**

- **Operations** \$1.5 billion
- **Investments** \$.7 billion
- **TOTAL** \$2.2 billion



Payroll Providers

1. American Battle Monuments Commission
2. Central Intelligence Agency
3. ✓ Defense Finance and Accounting Services
4. Dept. of Energy
5. ✓ Dept. of Interior
6. Dept. of Labor
7. ✓ Dept. of Transportation
8. ✓ Environmental Protection Agency
9. Federal Bureau of Investigation
10. *Federal Reserve Board*
11. ✓ General Services Administration
12. ✓ Dept. of Health & Human Services
13. National Aeronautics and Space Administration
14. Nuclear Regulatory Commission
15. National Security Agency
16. National Science Foundation
17. Office of Thrift Supervision
18. *Railroad Retirement Board*
19. ✓ Dept. of State
20. *Tennessee Valley Authority*
21. ✓ U.S. Dept. of Agriculture
22. ✓ Dept. of Veterans Affairs



OPM E-Payroll Recommendation

- Consolidate Federal payroll providers
- Standardize payroll policies
- Modernize payroll systems as necessary
- Phased approach to achieve the end state, an integrated HR/Payroll system

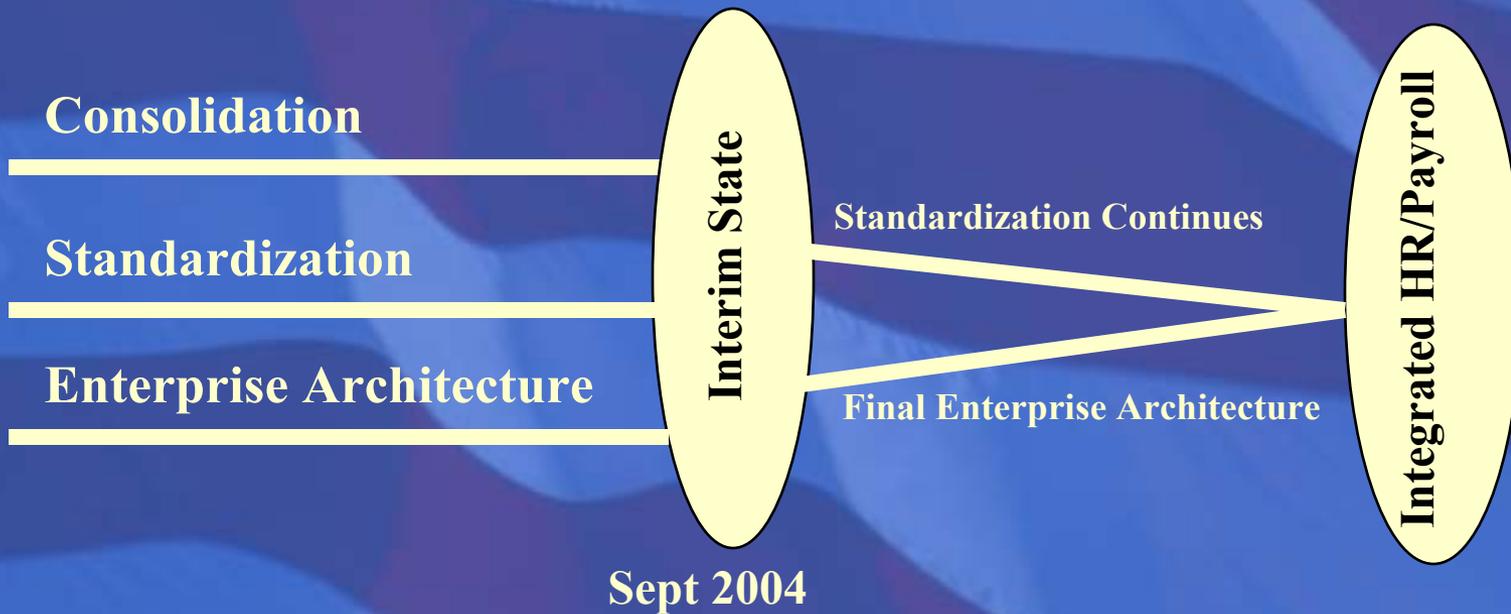


OPM E-Payroll Vision and Goals

- **Vision** - *“Simple, easy to use, cost effective, standardized, integrated e-HR/Payroll services to support the mission and employees of the Federal Government.”*
- **Goals** - *(1) Establish a governance structure for payroll policy; (2) Standardize payroll policies and procedures; (3) Establish HR/Payroll enterprise architecture in coordination with stakeholders; and (4) Identify a payroll service delivery consolidation strategy.*



OPM E-Payroll Phased Approach



OPM E-Payroll Risk Mitigation

- **Cultural**
 - Collaboration with major providers and customer agencies
- **Migration**
 - Customer and Provider involvement in development of provider requirements and selection criteria
 - Customer and Provider involvement in data standardization and mapping
- **Technology**
 - Customer and Provider involvement in enterprise architecture
 - Interoperable systems
 - Extensive testing plans
 - Disaster recovery



OPM E-Payroll Benefits

- **Elimination Of Redundancies**
- **Internal Efficiencies and Effectiveness**
- **Cost Reductions**
- **Foundation For Achieving Vision**



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

OPM E-Payroll Milestones

Consolidation

Target Date	Activity	On Target
05/1–31/02	Requirements developed	Completed
06/01/02	Solicitation for internal competition issued	Completed
06/30/02	Selection criteria	Completed
07/31/02	Provider Responses Due	Completed
09/30/02	Providers Selected	Yes
10/01/02	Migration Begins	Yes
09/30/04	Migration Ends	Yes

Standardization

Target Date	Activity	On Target
06/15/02	Review and identify changes needed in major HR and payroll policies	Completed
07/15/02	Submit final draft revisions to OMB	Completed
March 2003	Review and identify changes needed in all other HR and payroll policies	Yes



OPM E-Payroll 2002 Accomplishments

- Feb – OPM sends out data call
- Apr – Final Business Case
- May
 - Request for Responses
 - Draft Standardization Report
- June - Standardization Report and Opportunities
- July – Consolidation and Standardization Plans
- August – Provider evaluations and recommendations



OPM E-Payroll Next Steps

- **September 2002**
 - **Providers Selected**
 - **Interagency Agreement**
 - **Service Level Agreement**
 - **Baseline Migration Strategy**
- **October 2002**
 - **Agencies Select Provider**
 - **Migrations Begin**



OPM E-Payroll On-Going Activities

- **Perform Non-Title 5 Review**
- **Conduct Benchmarks**
- **Quality Assurance**
- **Internal Controls**
- **Manage Migrations**



E-Payroll Contact Information

- **Norm Enger**
OPM e-Gov Program Director
202 606-1000
- **Janet Dubbert**
Director, Office of Payroll
Policy and Systems
Integration
Project Manager, e-Payroll
202 606-2800
- **Mary Sherwood**
Deputy Project Manager, e-
Payroll
202 606-1451
- **Mike Foley**
Management Team, e-Payroll
202 606-1509
- **Ann McNell**
Management Team, e-Payroll
202 606-1133

