



BEACON Update

Legislative IT Oversight Committee
December 5, 2006

Robert L. Powell, State Controller
Gwen A. Canady, Deputy State Controller

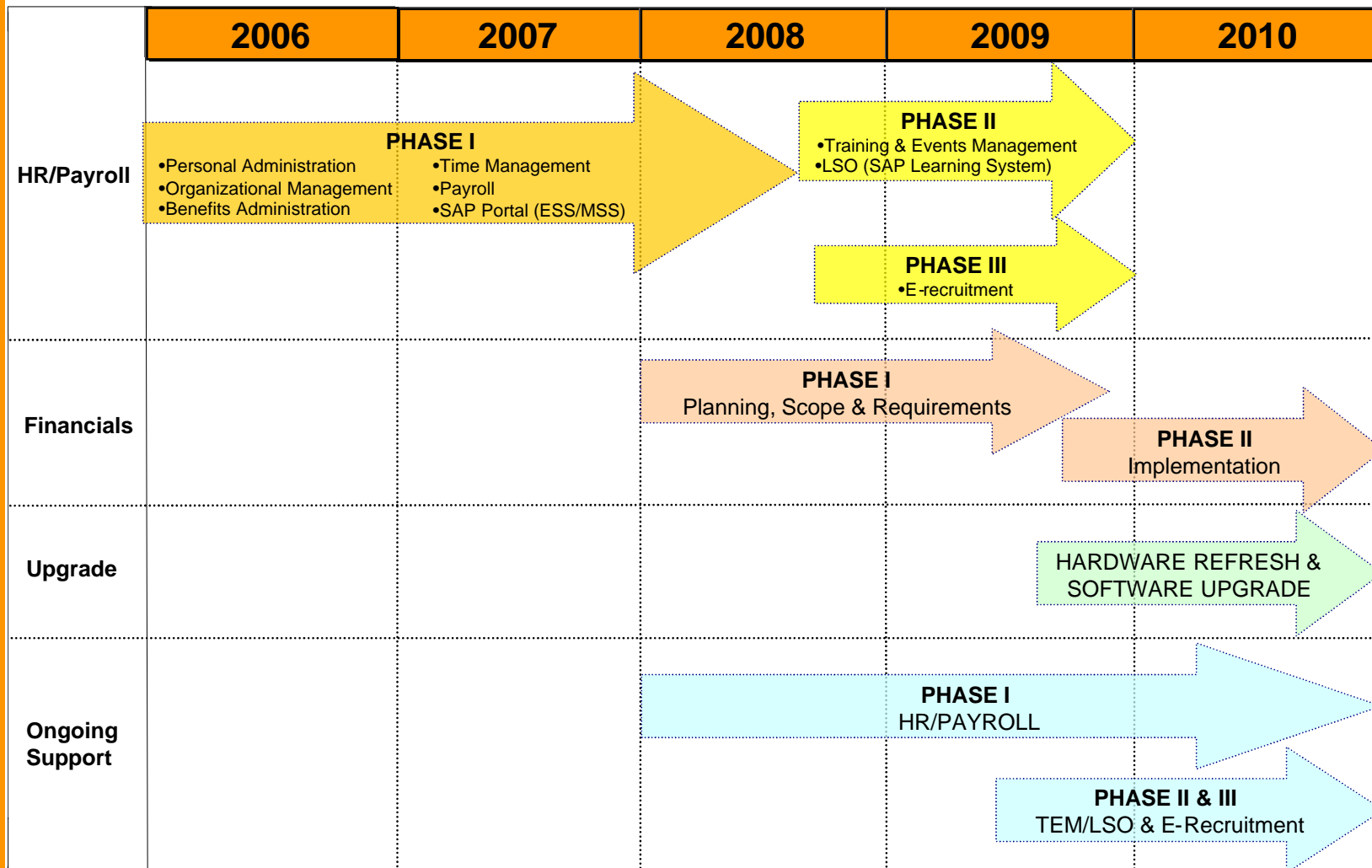
Agenda

- BEACON Overview
- Five Year BEACON Program Timeline
- HR/Payroll Project
- HR/Payroll Project Plan, Agency Resources, and Deployment
- HR/Payroll Scope
- HR/Payroll Organizational Structure
- Contact Information

Building Enterprise Access for North Carolina's Core Operations Needs

- Legislature directed OSC to determine the feasibility of implementing a new business infrastructure for state government
 - Inventory and Assessment of Existing Systems completed in April 03
 - Blueprint for Selecting Improvement Approach completed in October 03
- Legislature approved the recommendation to move forward with an Enterprise Resource Planning solution that would be one integrated system. They further agreed that the approach should be a phased in approach, implemented over a number of years, beginning with those systems at greatest risk of failure
 - The HR and Payroll systems were the first systems prioritized for replacement
- The selected software solution is SAP
- The selected vendor for the first phase project (HR/Payroll) is BearingPoint

BEACON Five Year Timeline



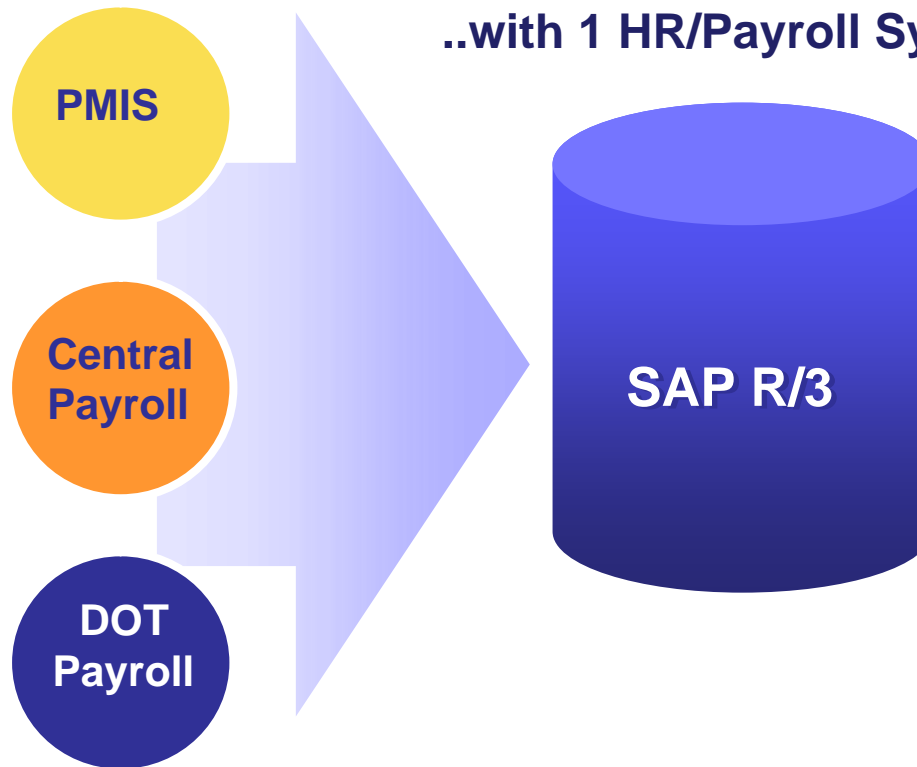
Details by Project Work Stream

<p>HR/Payroll</p> <p>Phase I – Currently in progress and scheduled for deployment in January and April of 2008. Final appropriation request pending.</p> <p>Phase II – In review for funding and deployment as a separate project scheduled later in 2008 after Phase I.</p> <p>Phase III – In review for funding and deployment as a separate project scheduled later in 2008 after Phase I.</p>	<p>Upgrade</p> <p>A refresh of existing hardware and potential upgrade to a new release of SAP will be needed prior to SAP financial go-live.</p>
<p>Financials</p> <p>Phase I – In planning to initiate scope of SAP applications slated for replacement and requirements gathering. Project scope will include development of materials to support an RFP for a potential integrator.</p> <p>Phase II – Implementation project will commence in the later part of 2009 for a planned go-live by July 2011.</p>	<p>Ongoing Support</p> <p>Development of the support organization (service center) for Phase I & Phase II of the HR/Payroll projects will be required to be operational at least 90 days prior to deployment. Ongoing support for the implemented applications is maintained through recurring funds.</p>

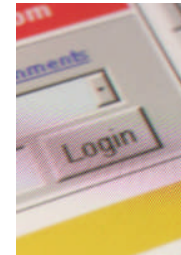
What Is This Project About?

Replacing 3 Systems...

..with 1 HR/Payroll System



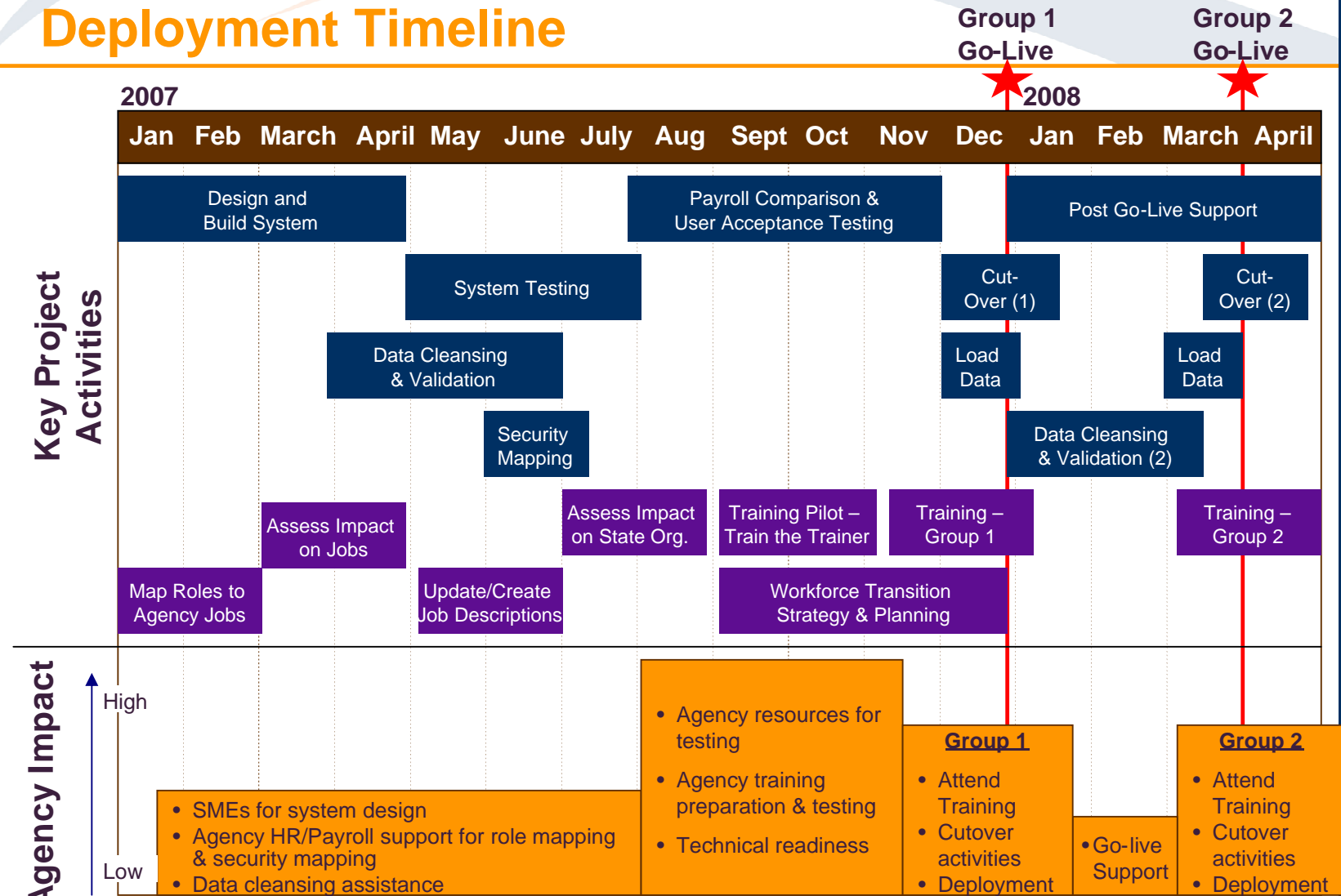
& Web Portal Access



**Employee
Self Service**

**Manager Self
Service**

Project Plan, Agency Resources, and Deployment Timeline



Deployment Group I Agencies (Jan. 2008)

Agency	Core HR/ Payroll Staff	Permanent/ ESS	Temp Employees
Department of Administration/Lt. Governor	6	862	490
Office of State Controller	13	94	4
Office of State Personnel	91	98	8
Governor's Office/Office of State Budget & Mgmt	8	119	11
Information Technology Services	8	424	3
Department of Revenue	14	1,710	351
Department of Correction	78	18,777	858
Department of Transportation	753	13,486	1,026
Totals	971	35,570	2,751
Total Employees in Rollout			38,321

*Note: Numbers are estimated and subject to change

Deployment Group II Agencies (April 2008)

Agency	Core	ESS	Temp
Administrative Office of the Courts	30	5,863	119
Dept. of Agriculture	36	1,260	172
Dept. of Commerce	21	739	20
Dept. of Crime Control & Public Safety	18	2,687	99
Dept. of Cultural Resources	20	749	286
Dept. of Environ. & Natural Resources	109	3,557	~5611
Dept. of Insurance	5	386	3
Dept. of Justice	13	1,198	53
Dept. of Juvenile Justice	46	1,752	94
Dept. of Labor	7	405	7
Dept. of Public Instruction	7	527	74
Office of Secretary of State	6	159	1

Agency	Core	ESS	Temp
Dept. of State Treasurer	7	313	22
Dept. of Health & Human Services	451	18,008	1,084
Employment Security Commission	4	1,883	302
General Assembly/Fiscal Research	33	-	-
NC Education Lottery Commission	6	144	16
NC Housing Finance	2	101	0
NC Community College System	6	175	4
Office of Administrative Hearings	1	39	12
Office of State Auditor	5	178	2
State Board of Elections	2	47	0
State Health Plan	2	23	0
Wildlife Resource Commission	6	654	48
Totals	843	40,867	8,029
Total Employees in Rollout			48,896

*Note: Numbers are estimated and subject to change

State of North Carolina
Office of the State Controller

BEACON HR/Payroll Scope – 2008 Deployment

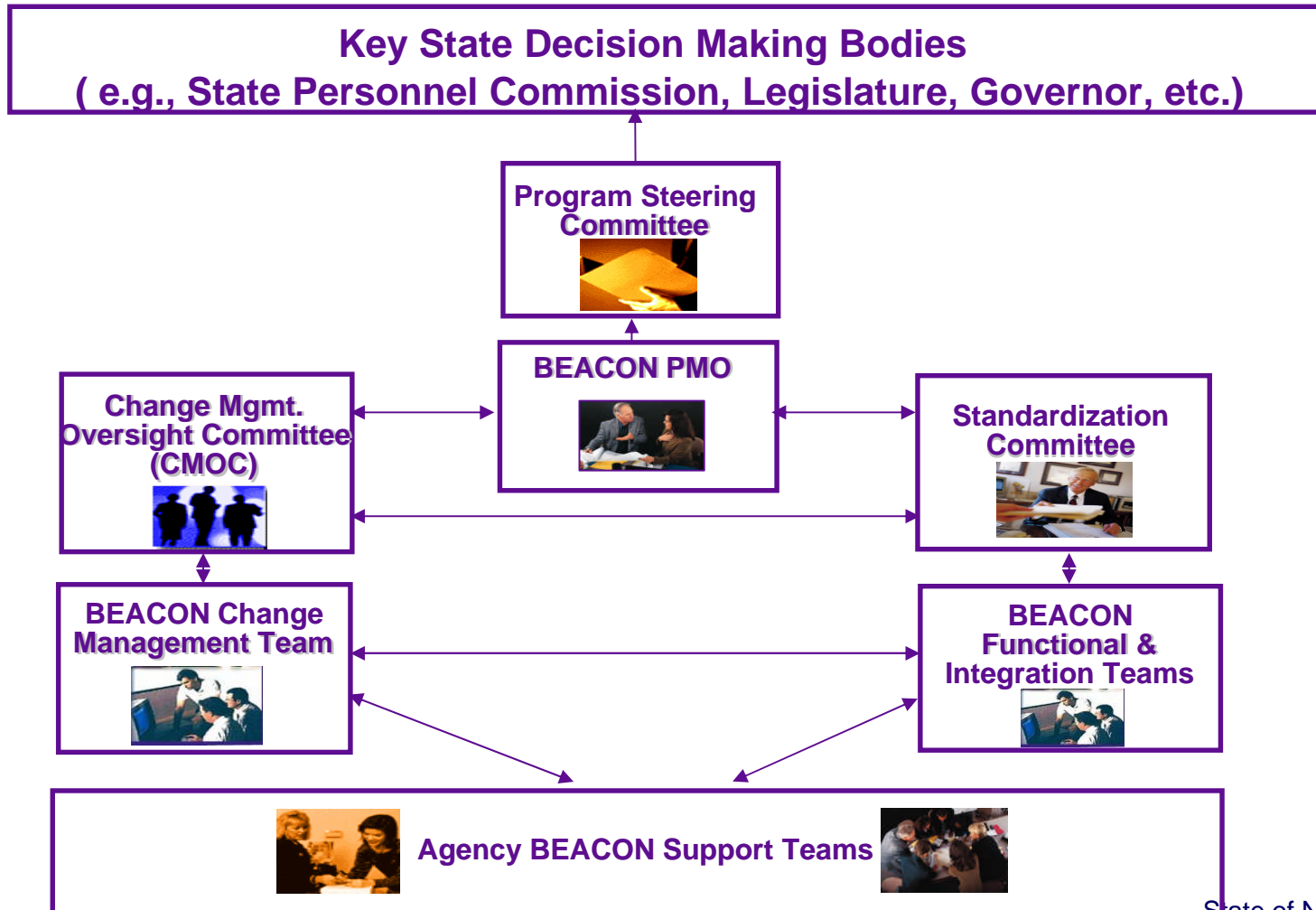
Function	Scope/Feature
<u>Personnel Administration</u> <ul style="list-style-type: none"> • Full functionality 	<ul style="list-style-type: none"> • Combined repository for employee master data maintenance and reporting • Standardize process for employee life-cycle events • Unique employee identifier • Streamline process for validating HR/Payroll data elements
<u>Organizational Management</u> <ul style="list-style-type: none"> • Full Functionality 	<ul style="list-style-type: none"> • Consistent organizational management hierarchies for reporting and security • State positions except selected Universities • Structure for supporting workflow opportunities
<u>Time Management</u> <ul style="list-style-type: none"> • Time and attendance - CATS 	<ul style="list-style-type: none"> • Cross Application Timesheets (CATS) for bi-weekly, monthly and DOT Payrolls • Ability to interface with agency specific time capture systems (Phase II) • Positive and Negative time capture
<u>Benefits Administration</u> <ul style="list-style-type: none"> • Supports benefits administration for state wide plans 	<ul style="list-style-type: none"> • Manage and maintain statewide benefit plans (e.g. SHP, NC Flex, Retirement Savings) • Support annual employee enrollment • Support qualifying event processing for employee life-cycle event
<u>Payroll</u> <ul style="list-style-type: none"> • Full functionality 	<ul style="list-style-type: none"> • Single consolidated payroll system (Central Payroll & DOT) • Support for monthly and bi-weekly payroll cycles, and retroactive payroll accounting • Mandatory direct deposit/remote check printing • BSI multi-state tax processing all employees
<u>SAP Portal</u> <ul style="list-style-type: none"> • ESS/MSS functionality (via internet and intranet) 	<ul style="list-style-type: none"> • ESS - View and update specific employee data (banking, address and dependents) • ESS - View and print Electronic W2's and Payroll remittances • MSS - View employee key information
<u>Finance/Controls</u> <ul style="list-style-type: none"> • Organizational setup 	<ul style="list-style-type: none"> • Integrate with existing NCAS system (e.g. GL, cost centers, funds) • Support for future SAP financials implementation
<u>Reporting</u> <ul style="list-style-type: none"> • Business Intelligence and SAP Reports 	<ul style="list-style-type: none"> • Support statewide reporting capabilities • Integration with SAP and legacy systems • Integration with 3rd party tools (e.g. MS Excel and Word)

BEACON HR/Payroll Functionality Out of Current Scope

Future Deployment Activities – Anticipated 2008/2009

Functions	Scope/Feature
<u>Training and Events Management</u> <ul style="list-style-type: none"> T&E full functionality and LSO 	<ul style="list-style-type: none"> Upgrade to SAP LSO (Learning System) to provide the state with training functionality required to meet agency requirements. LSO functionality includes Learning Portal, Learning Management System (LMS), Authoring environment, and Learning Content Management System (LSO Scope TBD) Integration with ESS/MSS (SAP Portal) for course scheduling and attendance Full functioning state-wide LMS. Create class, curriculum, and assign prerequisites. Schedule training rooms, equipment, trainers, and attendees. Provide reporting capabilities for employee learning history, qualifications, and certificates
<u>E-recruitment</u>	<ul style="list-style-type: none"> Combined Resource Pool Applicant Tracking

Organizational Structure



How We Will Work Together

- **Key State Decision Making Bodies** – Support/approve final decision on process standardization, policy and procedure, and organizational structure (e.g., shared services).
- **Program Steering Committee** – Provides direction consistent with overall BEACON HR/Payroll Project goals; provides highest level of escalation for issues resolution and scope changes.
- **BEACON PMO** – Coordinates Change Management Oversight Committee and Standardization Committee activities; makes recommendations to Steering Committee.
- **Standardization Advisory Committee** – Defines and documents strategy to standardize BEACON HR/Payroll business processes and makes implementation recommendations.
- **Change Management Oversight Committee** – Sets direction for the BEACON HR/Payroll Project change management approach; makes recommendations regarding change management issues.
- **BEACON Change Management Team** – Responsible for overall planning and coordination of BEACON HR/Payroll Project change management, communication, organization design and workforce transition activities; makes change management recommendations to Change Management Oversight Committee.
- **BEACON Functional/Integration Team** – Responsible for development of HR/Payroll business processes; makes process standardization recommendations to Standardization Committee.
- **Agency BEACON Support Teams & Working Groups** – Identify and facilitate BEACON HR/Payroll policy and process standardization changes in Design Sessions and other related meetings.

BEACON HR/Payroll Project Contact Information

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For additional information, visit the BEACON HR/Payroll website at www.beacon.nc.gov.