



CAPPS

Statewide ERP Update for Agency Executive Management

December 3, 2014

Agenda

- I. Scope of CAPPs – ERP for Texas
- II. CAPPs Accomplishments
 - a) Financials
 - b) HR/Payroll
- IV. CAPPs Roadmap
- V. CAPPs Program Model
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- VIII. Update on CAPPs: HR/Payroll
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Scope of CAPPs – ERP for Texas

ProjectONE (Our New Enterprise) has created the ERP solution for Texas known as the Centralized Accounting Payroll/Personnel System or CAPPs.

The CAPPs family of agencies has significantly grown over the past biennium and agencies are lined up through fiscal 2018 to implement CAPPs.



With the current plan, by the beginning of fiscal 2018:

- **Fifty-eight percent of state full-time employees will be administered through CAPPs.**
- **Eight-six percent of state spending will flow through CAPPs.**

Scope of CAPPs – ERP for Texas

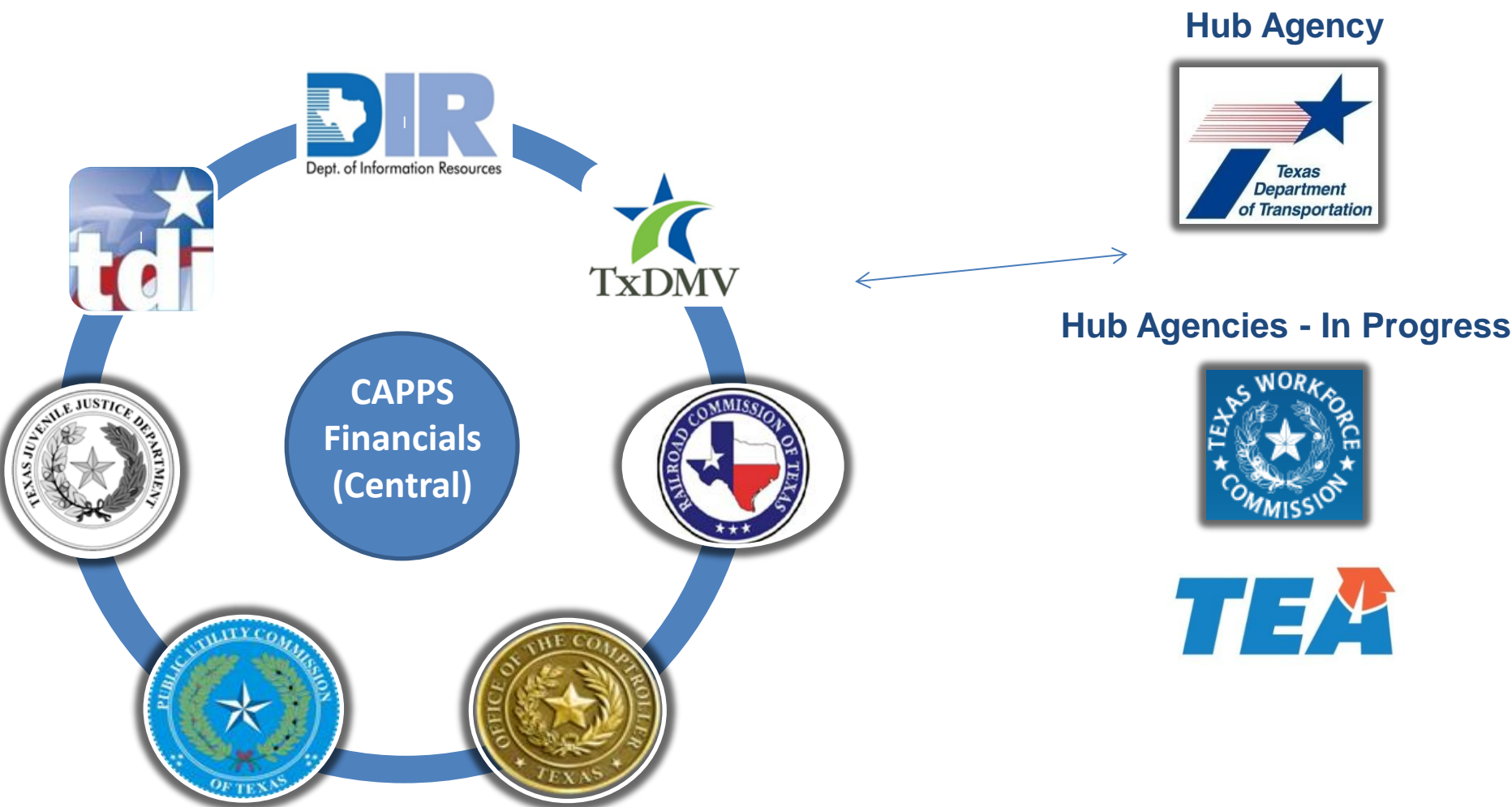
CAPPs eliminates the need for agencies to individually expend the effort and incur the cost of replacing their legacy Financials and HR/Payroll systems.

- More than half of the 4,130 business applications across the State of Texas are considered legacy.*
- Legacy applications are more difficult and costly to support, are less resilient and are likely to carry a higher degree of security risk.

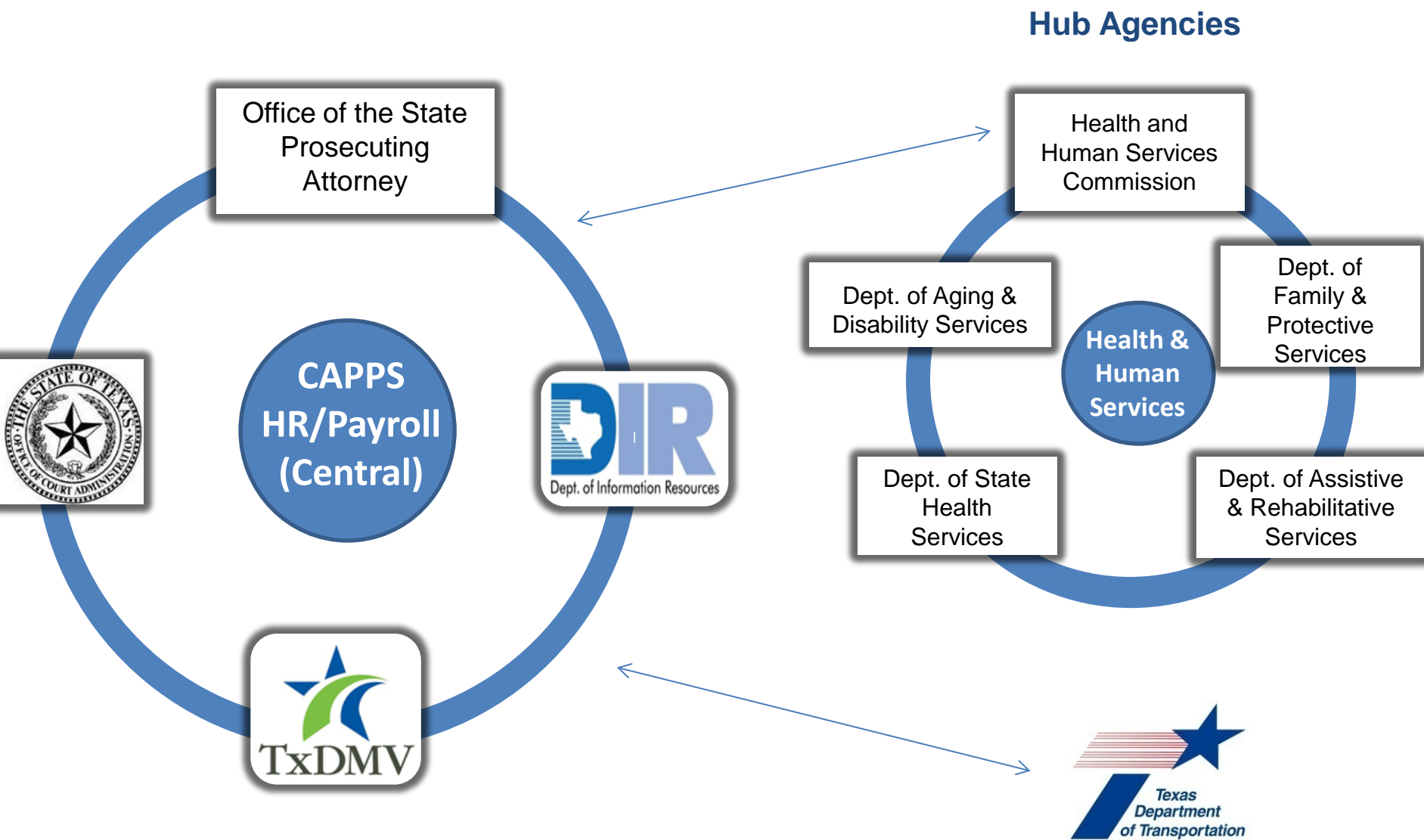
With CAPPs, agencies forego the cost of licensing software, purchasing hardware and implementing modifications for state requirements.

**Legacy Systems Study from DIR Enterprise Solution Services*

CAPPS Accomplishments: Financials



CAPPS Accomplishments: HR/Payroll

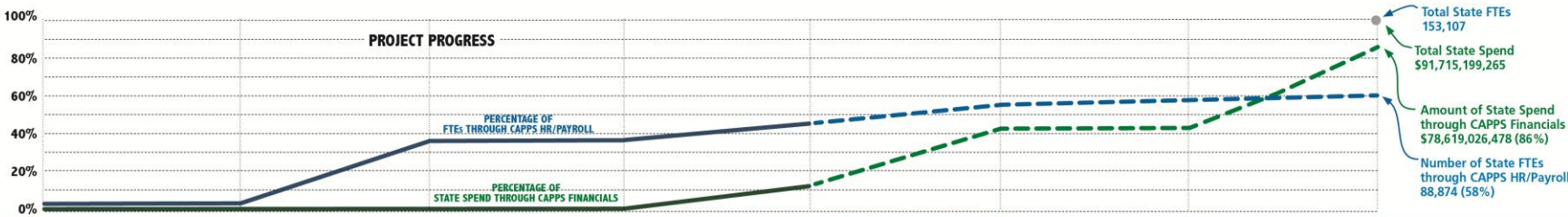


CAPPS Roadmap: Timeline

Planned CAPPS Rollout (Fiscal 2011–18)

With the baseline CAPPS system complete (CAPPS Financials and CAPPS HR/Payroll), statewide deployment is the primary program goal going forward. Agencies are currently lined up through fiscal 2018 and beyond to join the CAPPS family of agencies.

If CAPPS implementation is allowed to maintain its current momentum, by the beginning of fiscal 2018 CAPPS will handle **86 percent** of state all-funds spending and provide HR and payroll functions for **58 percent** of all state full-time employees (FTEs).



Total State FTEs 153,107
 Total State Spend \$91,715,199,265
 Amount of State Spend through CAPPS Financials \$78,619,026,478 (86%)
 Number of State FTEs through CAPPS HR/Payroll 88,874 (58%)

COMPLETED	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18
CAPPS FINANCIALS	<ul style="list-style-type: none"> Department of Information Resources 	<ul style="list-style-type: none"> Comptroller of Public Accounts Texas Department of Insurance Office of Injured Employee Counsel State Energy Conservation Office 			<ul style="list-style-type: none"> Public Utility Commission Texas Department of Motor Vehicles Texas Department of Transportation Texas Juvenile Justice Department Railroad Commission 	<ul style="list-style-type: none"> Texas Education Agency Texas Workforce Commission 	<ul style="list-style-type: none"> District Courts Animal Health Commission Alcoholic Beverage Commission Department of Licensing and Regulation Office of Court Administration State Auditor's Office State Office of Administrative Hearings State Prosecuting Attorney Texas Commission on Law Enforcement Texas Military Department Veterans Commission 	<ul style="list-style-type: none"> Cancer Prevention and Research Institute of Texas Department of Aging and Disability Services Department of Assistive and Rehabilitative Services Department of Family and Protective Services Department of State Health Services Health and Human Services Commission Higher Education Coordinating Board Court of Criminal Appeals Courts of Appeals (14) Library and Archives Commission Office of Capitol Writs State Commission on Judicial Conduct State Law Library Supreme Court of Texas

FY18 Planned Deployments
 The remaining state agencies make up **14 percent** of state spending through CAPPS Financials.

- The Texas Department of Criminal Justice, Teacher's Retirement System, Employees Retirement System and Department of Public Safety will account for **9 percent**.
- 50 other agencies will account for the remaining **5 percent**.

Note: Some fiscal 2015–18 agency deployments are forecasted.

COMPLETED	FY11	FY12	FY13	FY14	FY15	FY16	FY17	FY18
CAPPS HR/PAYROLL			<ul style="list-style-type: none"> Department of Aging and Disability Services Department of Assistive and Rehabilitative Services Department of Family and Protective Services Department of State Health Services Health and Human Services Commission Cancer Prevention and Research Institute of Texas 		<ul style="list-style-type: none"> Texas Department of Motor Vehicles Texas Department of Transportation Department of Information Resources Office of Court Administration State Prosecuting Attorney 	<ul style="list-style-type: none"> Comptroller of Public Accounts Department of Public Safety Higher Education Coordinating Board Courts of Appeals (14) Court of Criminal Appeals District Courts Library and Archives Commission Office of Capital Writs State Commission on Judicial Conduct State Energy Conservation Office State Law Library Supreme Court of Texas Treasury Safekeeping Trust Company 	<ul style="list-style-type: none"> Railroad Commission Texas Department of Insurance Animal Health Commission Board of Pharmacy Department of Housing and Community Affairs Office of Injured Employee Counsel State Office of Administrative Hearings Texas Commission on Law Enforcement Texas Military Department 	To Be Determined...

FY18 Planned Deployments
 The remaining state agencies make up **42 percent** of state FTEs administered through CAPPS HR/Payroll.

- The Texas Department of Criminal Justice will account for **26 percent**.
- 70 other agencies will account for the remaining **16 percent**.

CAPPS Roadmap: Managed Services

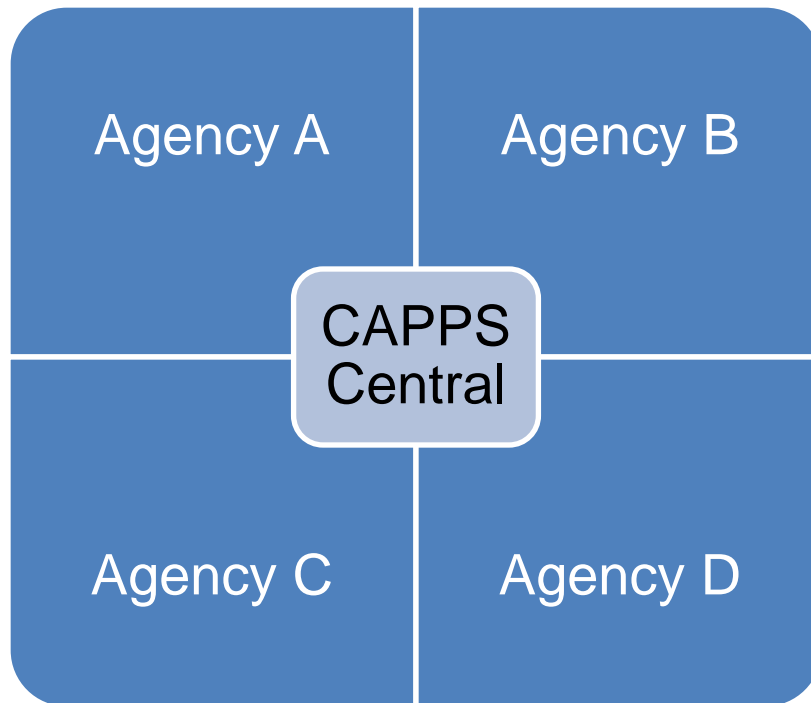
A Managed Services vendor provides cost effective, integrated and efficient support that maximizes the efficiency of state resources by improving Disaster Recovery, leveraging economies of scale and implementing best practices.



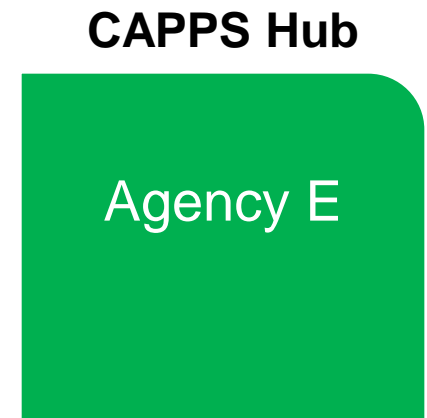
Why Is This Needed Now?

- The current support services contract will expire in one year
- Existing ERP infrastructure is at end of life with limited capacity to expand the systems for the planned onboarding activities scheduled for FY 16 – 17

Alternative 1 – CAPPS Central



Alternative 2 – CAPPS Hub



Governance Helps to Create and Define:

- Decision framework
- Fiscal policy
- Change control
- System audits
- Application lifecycle
- Information architecture
- Roles and responsibilities
- Hub approach
 - The CAPPS Consolidated Application Control Environment (CACE) is a set of procedures and software configurations that manage the application of Statewide CAPPS modifications and PeopleSoft fixes.



CAPPS Governance: Representative Model



Nine Committee Members

Texas SmartBuy Project Objectives

- Enhance integration between TxSmartBuy and the CAPPs Financials purchasing module to minimize data entry
- Facilitate “shopping” within TxSmartBuy ecommerce system and budget approval within CAPPs Financials – in one transaction
- Enable automation and synchronization of Requisition and Purchase Order data between the two systems
- Preserve secure, role-based access in each system



Talent Management functionality includes:

- Learning Management
- Performance Management
- Recruiting Solutions

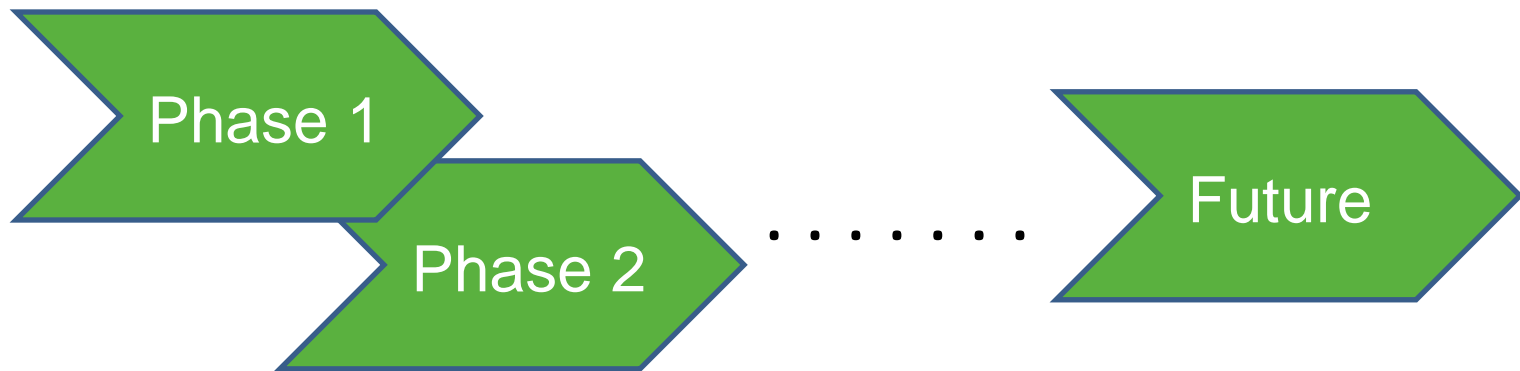


- These functions will be met by another product in the Oracle suite.
- Working with vendor to determine implementation scope and timeline.

Lessons Learned

CAPPS is being implemented in phases.

- Phased approach allows CPA to learn from deployments and implement improvements for future agencies.



Examples of Lessons Learned:

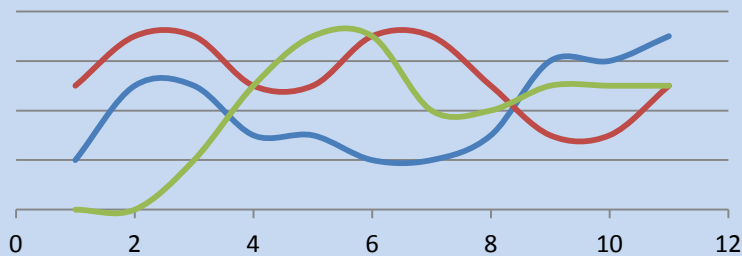
- Set better expectations regarding Agency participation
- System familiarization prior to User Acceptance Testing (UAT)

Lessons Learned: Impact to Agency Resources

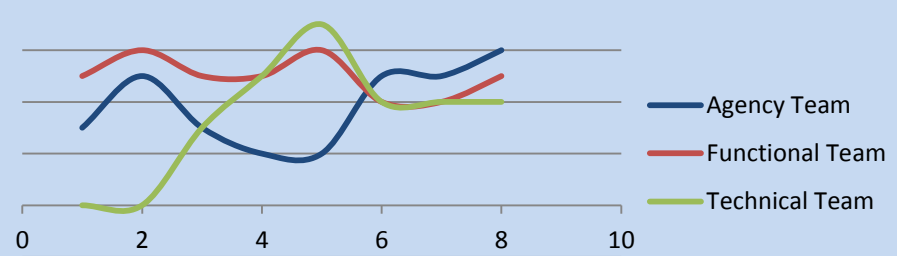
Deployment

- Dedicated agency subject matter experts for business process analysis (purchasing, payroll, etc.)
- Management level decision makers (CFO, Department Director, etc.)
- Agency trainers
- Change management

Resource Requirements for Financials Deployment



Resource Requirements for HR/Payroll Deployment



Ongoing Agency Responsibilities

- Level 1 Support Team
- Participation in Governance, representative model
- Testing changes to CAPPs that are impactful to agency, including system upgrades

Helpful Skillsets, Knowledge and Training

- Oracle/PeopleSoft Functional
- PeopleSoft User Productivity Kit (UPK)
- Business Objects Reporting (BI)

Other Considerations

- Backfilling SMEs dedicated to agency deployment efforts (i.e. 4 hours per day, 4 days per week)
- Project Management and IV&V services
- Training services for agency-wide training efforts
- Programming services to modify agency internal interfacing systems
- Disposition of agency legacy data
- IT efforts to meet minimum browser requirements
- Travel costs for SME assignments and/or agency-wide training efforts

Legislative Initiatives: CAPPs Funding Approach

CPA is submitting a consolidated request to fund the following costs for CAPPs Central:

- Transition
- Deployment
- Maintenance
- Support



CAPPs Central Agencies included internal costs such as training and staffing needs in their 2016-2017 LAR.

CAPPs Hub agencies identified transition, ongoing maintenance and support costs in their Capital Budget submissions.



Agency ERP Project Review

Submit a project request form at:
www.txprojectone.org/participation

Agency ERP Project Review Process

Project Submission Criteria if implementing:

- a new system,
- a new module,
- a change to the software version, or
- any ERP change costing more than \$500,000 that does not fall under one of the above categories.







Centralized Accounting and Payroll/Personnel System



Questions?

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