

**Suggested Bolt-on Applications
(mapped to KPMG Appendix H)**

The following items are suggested as candidates for bolt-on or stand-alone systems. Cost estimates should be developed for the purchase and configuration and/or development of applications that will satisfy all the needs in each category. Estimates should include developing the required interfaces to existing systems.

#	Appendix H Category	Name	Comments	Status	Estimate Source	Cost Range	Required for HRIS or PPS Cost Estimate?														
1	2.0	Reporting and Query Capabilities	In general, this category asks for tools for reporting against the data in “the system”. According to Shelley, the assumption is that the tools would be used to access a data warehouse. Note that this category in the appendix does not address what data are needed. Some items that mention reporting or the ability to do ‘what if’ analysis are:	In Progress	Jim/ Data Warehouse Group		Both, But PeopleSoft comes with query tools														
			<table border="0"> <tr> <td>3.0 items 14, 15</td> <td>19.0 items 2,3</td> </tr> <tr> <td>6.0 items 9, 10, 11</td> <td>20.0 item 1</td> </tr> <tr> <td>7.0 items 2, 3, 4</td> <td>22.0 item 2</td> </tr> <tr> <td>8.0 item 3</td> <td>25.0 items 16, 17</td> </tr> <tr> <td>9.0 all items</td> <td>29.0 item 7</td> </tr> <tr> <td>13.0 item 4</td> <td>30.0 item 2</td> </tr> <tr> <td>16.0 item 3</td> <td>31.0 item 11(n)</td> </tr> </table>	3.0 items 14, 15	19.0 items 2,3	6.0 items 9, 10, 11	20.0 item 1	7.0 items 2, 3, 4	22.0 item 2	8.0 item 3	25.0 items 16, 17	9.0 all items	29.0 item 7	13.0 item 4	30.0 item 2	16.0 item 3	31.0 item 11(n)				
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16.0 item 3	31.0 item 11(n)																				
Note: Note sure if the cost estimate for this items should involve just the cost of the tools, the tool and the data warehouse, or the tools and the development of the various reports and inquiry functions requested.																					
2	3.0	Position control system	No stand alone products with sufficient scalability are available on the market. This functionality is incorporated in leading HRMS packages.	Completed	KPMG	N/A	PPS Only														
3	4.0	Budgeting	Position budgeting is a component of position control in leading HR systems. See Above.	Completed	KPMG	N/A	PPS Only														
4	7.0	Job Classifications	No stand alone products available.	Completed	KPMG	N/A	PPS Only														

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5	10.0	Job Requisitions	Included in Bolt On #6	Off the List	N/A	N/A	N/A
6	11.0 12.0 13.0 14.0	Applicants Applicant to Job Requisition Match Applicant Referrals and Reporting Creating an Employee Record from an Applicant Record	Applicant Tracking System	In Progress	KPMG		Both
7	18.0 17.0 item 2	Employee Education, Experience and Skills	Costed as an enhancement to PPS.	Completed	UCOP Project Team	\$62,500 for internal development	PPS
8	19.0	Employee Supervision, Career Plan and Evaluation History	Multiple products available.	Completed	KPMG	Product: People Click Workforce Vision License \$190 Imp. \$47K Maint. \$38K	PPS
9	28.0	Time and Attendance	Pricing based on 100,000 employees. Some campuses/departments/med centers already implemented time and attendance systems.	Completed	Shelley Dommer	Product: Kronos License \$5M	BOTH
10	29.0	Workers' Compensation/Injuries	UCOP manages a system for workers compensation management.	Off the List	N/A	N/A	N/A
11	30.0	Grievances	Do campuses and/or UCOP have any systems in place for grievance management?	?			Both
12	32.0	Flexible Spending Account Information	There is a system for managing DepCare at UCOP that meets this need.	Off the List	N/A	N/A	N/A
13	33.0	Document Management	Collect and maintain documents and store with employee records. This was not part of KPMG's estimate.	On hold pending more detailed specs.	KPMG		Both

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14		EEO/AA Reporting	Pricing is based on 150,000 employees and assumes the system would be run centrally.	Completed	KPMG	Product: People Click CAAMS License \$155K Imp \$47K Maint. \$30K	Both